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Data on Negroes, Spanish Americans, American Indians, Orientals, Aleuts, and Eskimos for the year 1967 are presented in 142 tables. Included in the tables are: (1) Negro employment worldwide and by selected agency, (2) Negro employment by civil service region, (3) Negro employment by state, (4) Negro employment by standard metropolitan statistical areas, (5) Spanish-American employment, (6) Spanish-American employment by department and agency in the Southwest, (7) Oriental employment, (8) American-Indian employment, (9) Aleut and Eskimo employment in Alaska, (10) General pay schedules, and (11) Postal Field Service pay schedules. (DM)

ED026519

STUDY OF
MINORITY GROUP EMPLOYMENT
in the
FEDERAL GOVERNMENT

1967

Prepared by

U.S. CIVIL SERVICE COMMISSION

VT007573

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
OFFICE OF EDUCATION

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STUDY OF MINORITY GROUP EMPLOYMENT in the FEDERAL GOVERNMENT.

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PREFACE

The Civil Service Commission presents the 1967 Study of Minority Group Employment in the Federal Government as part of its responsibility under Executive Order 11246 for providing guidance and supervision to the Governmentwide program for equal employment opportunity. This is a comprehensive study covering the principal minority groups employed in the Federal service: Negroes, Spanish Americans, Orientals, and American Indians. For the first time, the 1967 Study also presents data on Aleuts and Eskimos in the state of Alaska.

Minority group statistics have been collected periodically since 1961 on full time civilian employment in executive departments and agencies. Our purpose in collecting and publishing these data is to provide one means of assessing progress and identifying areas where greater program emphasis is needed. It is our hope that users of this Study will find the data helpful in their efforts to further equal employment opportunity in the Federal service.

John W Macy Jr

John W. Macy, Jr.
Chairman

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INTRODUCTION

BACKGROUND

Periodic surveys of minority group employment in the Federal service were begun in 1961 under the President's Committee on Equal Employment Opportunity. In 1965, the Civil Service Commission was assigned **responsibility for providing leadership and guidance to programs for assuring equality of opportunity for Federal employment. As part of this stewardship responsibility, the Commission continues publication of these statistical reports. The tables in this study present** data compiled as of November 30, 1967, along with June 30 statistics for previous years.

COVERAGE

This study, based on full-time Federal employment, presents data on Negroes, Spanish Americans, American Indians, Orientals, Aleuts, and Eskimos. As in 1966, agencies submitted reports on the first four minority groups for each state (excluding Hawaii), the District of Columbia, each foreign country, each of the territories (excluding the Commonwealth of Puerto Rico), and 41 selected standard metropolitan statistical areas. The inclusion of statistics on Aleuts and Eskimos in the state of Alaska is an innovation of the 1967 study. Foreign Nationals overseas were not included in the survey.

In surveys conducted prior to 1966, information was gathered in all areas for Negroes, but only in certain states and standard metropolitan statistical areas for the other groups. The designation "Spanish American" as used in this report includes persons of Mexican American and Puerto Rican, as well as other Latin American or Spanish origin or ancestry. This differs from the 1965 designations of Mexican American used in five Southwest states and Puerto Rican used in the New York standard Metropolitan statistical area.

APPROACH

Since an individual's minority group status is not maintained on any personnel records in the Federal Government, sources other than personnel records must be used to conduct a minority group census. The 1967 statistics were obtained by the visual identification system, the survey of minority group employees is conducted by supervisory personnel, who furnish gross data for their units by grade level and minority group status, but with no identification of individuals. Minority group designations are based on the visual observations of the supervisors, and their knowledge of what each individual employee considers himself to be or is regarded to be in the work environment or the community.

In 1966, however, statistics were gathered largely by means of an employee "self-designation" system, in which employees were asked to provide information about their own status on a confidential basis. This system was voluntary, and not all employees participated. As a result, 8.2 percent of the Federal employee total were not included in the 1966 figures, and the racial composition of this "unidentified" segment of the workforce in 1966 is unknown. It is probable, moreover, that some individual employees who identified themselves as members of particular minority groups in 1966 were not visually identifiable or generally regarded as such in the 1967 survey, and are therefore not included in the 1967 totals for these groups. For example, many persons of part American Indian ancestry may have identified themselves as American Indians in the 1966 survey. The part-Indian extraction of these employees is not always visually apparent, and many may not have been identified with that minority group in 1967. In addition, it is possible that some persons otherwise erroneously identified themselves as American Indians in the 1966 survey.

PRESENTATION AND UTILIZATION OF DATA

Because the 1966 survey was the first to provide world-wide summaries for American Indians and Orientals, as well as Negroes and Spanish Americans, this report includes tables showing 1967 and 1966 world-wide summary data for each of the groups. In analyzing the data in these tables the user must bear in mind: (1) the change in systems of obtaining data, (2) the unidentified employees in the 1966 survey, and (3) the fact that 1966 figures are based on employee responses to the questionnaire for self-designation.

The other statistical tables present 1967 data with that of 1965. The 1967 and 1965 surveys provide a common base for comparison of data in terms of census methodology (visual survey) and coverage (total full-time employment).

There are several important factors which the user should not overlook in analyzing the data.

(1) The interval between the 1967 and 1965 data is two years and five months. The interval between the 1967 and 1966 data is one year and five months. In previous surveys, the interval was one year.

(2) The composition of the Federal workforce is affected by the different "as of" dates of the surveys - November 30 in 1967, as compared to June 30 in previous years. June data, for example, includes summer employees who leave Federal employment by November.

(3) Employment has increased significantly in the Post Office Department; in Defense agencies; and in agencies involved in new and expanded social programs, e.g., the Department of Health, Education, and Welfare.

(4) Organizational changes within and between departments and agencies have occurred. For example, the Department of Transportation, established in April 1967, now includes the Federal Aviation Administration, and elements formerly included in the Departments of Commerce, Treasury, and Interior, and the Interstate Commerce Commission.

(5) Changes of employment in some geographic areas have occurred because of (a) changed definitions of standard metropolitan statistical areas, including Washington, D.C., Baltimore, Maryland, and others; and (b) installation closures or reductions and movements of functions, e.g. the Brooklyn Navy Yard in the New York Metropolitan area and Brookley Air Force Base in the Mobile, Alabama area, to cite just two examples.

The Postal Field Service was changed from 20 to 21 levels by Public Law 90-206 in December 1967. The 1967 Study was conducted under the 20 level pay schedule.

NEGRO, WORLD-WIDE & AGENCIES

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TABLE NUMBER 1-1

SUMMARY, ALL AGENCIES

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1966

PAY CATEGORY	1967			1966 **		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	2,621,939	390,842	14.9	2,303,906	320,136	13.9
TOTAL GENERAL SCHEDULE OR SIMILAR	1,270,051	133,626	10.5	1,126,985	109,658	9.7
GS-1 THRU 4	369,968	75,846	20.5	352,514	65,548	18.6
GS-5 THRU 8	349,020	40,494	11.6	309,754	31,205	10.1
GS-9 THRU 11	296,560	12,631	4.3	254,635	9,642	3.8
GS-12 THRU 18	254,503	4,655	1.8	210,082	3,263	1.6
TOTAL WAGE BOARD....	596,647	121,829	20.4	537,681	110,590	20.6
UP THRU $4,499	45,023	24,464	54.3	78,587	33,886	43.1
$4,500 THRU 6,499	235,082	65,227	27.7	233,096	58,943	25.3
$6,500 THRU 7,999	233,218	28,879	12.4	172,490	16,223	9.4
$8,000 AND OVER	83,324	3,259	3.9	53,508	1,538	2.9
TOTAL POSTAL FIELD SERVICE............	698,346	132,011	18.9	594,220	94,449	15.9
PFS-1 THRU 4 *	601,160	123,632	20.6	507,602	87,686	17.3
PFS-5 THRU 8	77,746	7,805	10.0	69,225	6,410	9.3
PFS-9 THRU 11	14,985	467	3.1	13,514	296	2.2
PFS-12 THRU 20	4,455	107	2.4	3,879	57	1.5
TOTAL OTHER PAY PLANS..............	56,895	3,376	5.9	45,020	5,439	12.1
UP THRU $4,499	6,523	1,252	19.2	11,927	3,997	33.5
$4,500 THRU 6,499	10,970	1,073	9.8	9,843	899	9.1
$6,500 THRU 7,999	7,107	359	5.1	4,176	146	3.5
$8,000 AND OVER	32,295	692	2.1	19,074	397	2.1

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS
** OF 2,511,052 EMPLOYEES, 207,146 (8.2 PERCENT) ARE UNIDENTIFIED.

TABLE NUMBER 1-2

SUMMARY, ALL AGENCIES

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	2,621,939	390,842	14.9	2,290,794	309,049	13.5
TOTAL GENERAL SCHEDULE OR SIMILAR	1,270,051	133,626	10.5	1,126,101	106,706	9.5
GS-1 THRU 4	369,968	75,846	20.5	335,832	64,727	19.3
GS-5 THRU 8	349,020	40,494	11.6	311,363	30,039	9.6
GS-9 THRU 11	296,560	12,631	4.3	265,077	9,125	3.4
GS-12 THRU 18	254,503	4,655	1.8	213,829	2,815	1.3
TOTAL WAGE BOARD....	596,647	121,829	20.4	521,155	102,901	19.7
UP THRU $4,499	45,023	24,464	54.3	63,184	29,742	47.1
$4,500 THRU 6,499	235,082	65,227	27.7	239,808	58,227	24.3
$6,500 THRU 7,999	233,218	28,879	12.4	171,793	13,908	8.1
$8,000 AND OVER	83,324	3,259	3.9	46,370	1,024	2.2
TOTAL POSTAL FIELD SERVICE............	698,346	132,011	18.9	585,935	92,022	15.7
PFS-1 THRU 4 *	601,160	123,632	20.6	495,772	84,944	17.1
PFS-5 THRU 8	77,746	7,805	10.0	72,572	6,765	9.3
PFS-9 THRU 11	14,985	467	3.1	13,698	258	1.9
PFS-12 THRU 20	4,455	107	2.4	3,893	55	1.4
TOTAL OTHER PAY PLANS..............	56,895	3,376	5.9	57,603	7,420	12.9
UP THRU $4,499	6,523	1,252	19.2	19,193	6,161	32.1
$4,500 THRU 6,499	10,970	1,073	9.8	10,136	715	7.1
$6,500 THRU 7,999	7,107	359	5.1	5,454	154	2.8
$8,000 AND OVER	32,295	692	2.1	22,820	390	1.7

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 1-3

SUMMARY, ALL AGENCIES

NEGRO EMPLOYMENT

NOVEMBER 1967 AND JUNE 1964

PAY CATEGORY	1967			1964		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	2,621,939	390,842	14.9	2,270,195	299,164	13.2
TOTAL GENERAL SCHEDULE OR SIMILAR	1,270,051	133,626	10.5	1,109,647	102,697	9.3
GS-1 THRU 4	369,968	75,846	20.5	336,922	63,911	19.0
GS-5 THRU 8	349,020	40,494	11.6	309,623	28,304	9.1
GS-9 THRU 11	296,560	12,631	4.3	259,116	8,145	3.1
GS-12 THRU 18	254,503	4,655	1.8	203,986	2,337	1.1
TOTAL WAGE BOARD....	596,647	121,829	20.4	531,971	102,918	19.3
UP THRU $4,499	45,023	24,464	54.3	70,993	33,486	47.2
$4,500 THRU 6,499	235,082	65,227	27.7	261,313	57,841	22.1
$6,500 THRU 7,999	233,218	28,879	12.4	159,224	10,967	6.9
$8,000 AND OVER	83,324	3,259	3.9	40,441	624	1.5
TOTAL POSTAL FIELD SERVICE............	698,346	132,011	18.9	581,498	89,715	15.4
PFS-1 THRU 4 *	601,160	123,632	20.6	455,848	83,260	18.3
PFS-5 THRU 8	77,746	7,805	10.0	67,927	6,136	9.0
PFS-9 THRU 11	14,985	467	3.1	13,081	222	1.7
PFS-12 THRU 20	4,455	107	2.4	3,628	40	1.1
TOTAL OTHER PAY PLANS..............	56,895	3,376	5.9	47,079	3,834	8.1
UP THRU $4,499	6,523	1,252	19.2	9,674	2,732	28.2
$4,500 THRU 6,499	10,970	1,073	9.8	10,379	624	6.0
$6,500 THRU 7,999	7,107	359	5.1	5,443	126	2.3
$8,000 AND OVER	32,295	692	2.1	21,583	352	1.6

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 1-4

SUMMARY, ALL AGENCIES

NEGRO EMPLOYMENT

NOVEMBER 1967 AND JUNE 1963

PAY CATEGORY	1967			1963		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	2,621,939	390,842	14.9	2,300,418	301,996	13.1
TOTAL GENERAL SCHEDULE OR SIMILAR	1,270,051	133,626	10.5	1,104,618	101,682	9.2
GS-1 THRU 4	369,968	75,846	20.5	355,459	66,193	18.6
GS-5 THRU 8	349,020	40,494	11.6	315,648	26,498	8.4
GS-9 THRU 11	296,560	12,631	4.3	243,763	7,036	2.9
GS-12 THRU 18	254,503	4,655	1.8	189,748	1,955	1.0
TOTAL WAGE BOARD....	596,647	121,829	20.4	560,254	106,679	19.0
UP THRU $4,499	45,023	24,464	54.3	84,268	37,004	43.9
$4,500 THRU 6,499	235,082	65,227	27.7	301,285	60,973	20.2
$6,500 THRU 7,999	233,218	28,879	12.4	141,332	8,369	5.9
$8,000 AND OVER	83,324	3,259	3.9	33,369	333	1.0
TOTAL POSTAL FIELD SERVICE............	698,346	132,011	18.9	582,475	89,323	15.3
PFS-1 THRU 4 *	601,160	123,632	20.6	457,284	83,691	18.3
PFS-5 THRU 8	77,746	7,805	10.0	66,205	5,366	8.1
PFS-9 THRU 11	14,985	467	3.1	13,011	185	1.4
PFS-12 THRU 20	4,455	107	2.4	3,629	25	.7
TOTAL OTHER PAY PLANS..............	56,895	3,376	5.9	53,071	4,312	8.1
UP THRU $4,499	6,523	1,252	19.2	11,708	3,152	26.9
$4,500 THRU 6,499	10,970	1,073	9.8	15,328	754	4.9
$6,500 THRU 7,999	7,107	359	5.1	7,034	161	2.3
$8,000 AND OVER	32,295	692	2.1	19,001	245	1.3

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 1-5

SUMMARY, ALL AGENCIES

NEGRO EMPLOYMENT

NOVEMBER 1967 AND JUNE 1962

PAY CATEGORY	1967			1962		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	2,621,939	390,842	14.9	2,252,334	293,085	13.0
TOTAL GENERAL SCHEDULE OR SIMILAR	1,270,051	133,626	10.5	1,063,648	96,537	9.1
GS-1 THRU 4	369,968	75,846	20.5	363,626	65,940	18.1
GS-5 THRU 8	349,020	40,494	11.6	304,263	23,320	7.7
GS-9 THRU 11	296,560	12,631	4.3	227,423	5,870	2.6
GS-12 THRU 18	254,503	4,655	1.8	168,336	1,407	.8
TOTAL WAGE BOARD....	596,647	121,829	20.4	568,613	105,654	18.6
UP THRU $4,499	45,023	24,464	54.3	103,917	44,673	43.0
$4,500 THRU 6,499	235,082	65,227	27.7	333,362	56,306	16.9
$6,500 THRU 7,999	233,218	28,879	12.4	107,747	4,525	4.2
$8,000 AND OVER	83,324	3,259	3.9	23,587	150	.6
TOTAL POSTAL FIELD SERVICE............	698,346	132,011	18.9	570,568	86,880	15.2
PFS-1 THRU 4 *	601,160	123,632	20.6	491,917	81,887	16.6
PFS-5 THRU 8	77,746	7,805	10.0	62,575	4,832	7.7
PFS-9 THRU 11	14,985	467	3.1	12,441	145	1.2
PFS-12 THRU 20	4,455	107	2.4	3,635	16	.4
TOTAL OTHER PAY PLANS..............	56,895	3,376	5.9	49,505	4,014	8.1
UP THRU $4,499	6,523	1,252	19.2	12,625	2,690	21.3
$4,500 THRU 6,499	10,970	1,073	9.8	14,109	877	6.2
$6,500 THRU 7,999	7,107	359	5.1	6,708	225	3.4
$8,000 AND OVER	32,295	692	2.1	16,063	222	1.4

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 1-6

DEPARTMENT OF STATE
INCLUDES AGENCY FOR INTERNATIONAL DEVELOPMENT, PEACE CORPS, AND THE INTERNATIONAL BOUNDARY AND WATER COMMISSION

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	24,737	2,608	10.5	22,207	2,407	10.8
TOTAL GENERAL SCHEDULE OR SIMILAR	6,235	1,664	26.7	7,759	1,797	23.2
GS-1 THRU 4	915	441	48.2	1,274	601	47.2
GS-5 THRU 8	2,429	997	41.0	3,097	1,029	33.2
GS-9 THRU 11	1,137	173	15.2	1,342	126	9.4
GS-12 THRU 18	1,754	53	3.0	2,046	41	2.0
TOTAL WAGE BOARD....	340	157	46.2	469	242	51.6
UP THRU $4,499	31	5	16.1	171	73	42.7
$4,500 THRU 6,499	160	82	51.3	232	142	61.2
$6,500 THRU 7,999	120	63	52.5	54	24	44.4
$8,000 AND OVER	29	7	24.1	12	3	25.0
TOTAL OTHER PAY PLANS..............	18,162	787	4.3	13,979	368	2.6
UP THRU $4,499	51	33	64.7	197	14	7.1
$4,500 THRU 6,499	1,889	210	11.1	2,497	123	4.9
$6,500 THRU 7,999	2,817	183	6.5	2,161	41	1.9
$8,000 AND OVER	13,405	361	2.7	9,124	190	2.1

TABLE NUMBER 1-7

DEPARTMENT OF THE TREASURY

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	84,904	12,006	14.1	88,561	12,194	13.8
TOTAL GENERAL SCHEDULE OR SIMILAR	79,404	9,055	11.4	80,552	8,760	10.9
GS-1 THRU 4	20,437	5,468	26.8	23,521	5,833	24.8
GS-5 THRU 8	21,142	2,428	11.5	19,412	1,920	9.9
GS-9 THRU 11	21,445	863	4.0	22,460	803	3.6
GS-12 THRU 18	16,380	296	1.8	15,159	204	1.3
TOTAL WAGE BOARD....	5,166	2,946	57.0	7,678	3,427	44.6
UP THRU $4,499	205	195	95.1	1,420	934	65.8
$4,500 THRU 6,499	3,138	2,238	71.3	4,181	2,307	55.2
$6,500 THRU 7,999	1,186	484	40.8	1,425	175	12.3
$8,000 AND OVER	637	29	4.6	652	11	1.7
TOTAL OTHER PAY PLANS..............	334	5	1.5	331	7	2.1
UP THRU $4,499				19	3	15.8
$4,500 THRU 6,499				33		
$6,500 THRU 7,999	18			159	4	2.5
$8,000 AND OVER	316	5	1.6	120		

NOTE: U. S. COAST GUARD TRANSFERRED TO THE DEPARTMENT OF TRANSPORTATION IN APRIL 1967.

TABLE NUMBER 1-8

DEPARTMENT OF DEFENSE-SUMMARY

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	1,098,532	131,198	11.9	922,937	106,788	11.6
TOTAL GENERAL SCHEDULE OR SIMILAR	616,631	47,980	7.8	513,169	38,260	7.5
GS-1 THRU 4	193,556	24,656	12.7	156,209	20,579	13.2
GS-5 THRU 8	170,464	15,977	9.4	144,607	12,243	8.5
GS-9 THRU 11	145,379	5,506	3.8	125,271	4,185	3.3
GS-12 THRU 18	107,232	1,841	1.7	87,082	1,253	1.4
TOTAL WAGE BOARD....	476,426	82,746	17.4	399,122	65,221	16.3
UP THRU $4,499	23,316	11,795	50.6	27,437	12,140	44.2
$4,500 THRU 6,499	189,101	45,162	23.9	190,696	41,093	21.5
$6,500 THRU 7,999	203,036	23,480	11.6	148,655	11,484	7.7
$8,000 AND OVER	60,973	2,309	3.8	32,334	504	1.6
TOTAL OTHER PAY PLANS.............	5,475	472	8.6	10,646	3,307	31.1
UP THRU $4,499	534	261	48.9	8,318	3,221	38.7
$4,500 THRU 6,499	2,267	127	5.6	714	62	8.7
$6,500 THRU 7,999	1,079	50	4.6	409	20	4.9
$8,000 AND OVER	1,595	34	2.1	1,205	4	.3

TABLE NUMBER 1-9

OFFICE OF SECRETARY OF DEFENSE AND OTHER DEFENSE ACTIVITIES

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	70,866	11,652	16.4	38,298	7,351	19.2
TOTAL GENERAL SCHEDULE OR SIMILAR	57,152	6,491	11.4	29,131	4,048	13.9
GS-1 THRU 4	13,281	2,934	22.1	8,124	2,074	25.5
GS-5 THRU 8	14,609	2,315	15.8	8,313	1,294	15.6
GS-9 THRU 11	18,661	1,019	5.5	7,810	578	7.4
GS-12 THRU 18	10,601	223	2.1	4,884	102	2.1
TOTAL WAGE BOARD....	13,597	5,143	37.8	7,273	2,241	30.8
UP THRU $4,499	1,882	1,651	87.7	312	176	56.4
$4,500 THRU 6,499	8,707	3,009	34.6	5,604	1,937	34.6
$6,500 THRU 7,999	2,381	435	18.3	1,111	118	10.6
$8,000 AND OVER	627	48	7.7	246	10	4.1
TOTAL OTHER PAY PLANS..............	117	18	15.4	1,894	1,062	56.1
UP THRU $4,499	11	10	90.9	1,572	1,036	65.9
$4,500 THRU 6,499	3	3	100.0	108	21	19.4
$6,500 THRU 7,999	8	5	62.5	62	5	8.1
$8,000 AND OVER	95			152		

TABLE NUMBER 1-10

DEPARTMENT OF THE ARMY

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	389,646	48,878	12.5	315,004	37,021	11.8
TOTAL GENERAL SCHEDULE OR SIMILAR	247,749	22,623	9.1	201,121	16,834	8.4
GS-1 THRU 4	81,679	11,820	14.5	59,351	8,854	14.9
GS-5 THRU 8	72,125	7,772	10.8	60,015	5,810	9.7
GS-9 THRU 11	52,907	2,321	4.4	46,860	1,687	3.6
GS-12 THRU 18	41,038	710	1.7	34,895	483	1.4
TOTAL WAGE BOARD....	140,156	26,134	18.6	110,948	19,343	17.4
UP THRU $4,499	10,402	5,600	53.8	13,150	6,079	46.2
$4,500 THRU 6,499	68,108	14,966	22.0	57,079	11,039	19.3
$6,500 THRU 7,999	46,735	4,927	10.5	33,112	2,071	6.3
$8,000 AND OVER	14,911	641	4.3	7,607	154	2.0
TOTAL OTHER PAY PLANS............	1,741	121	7.0	2,935	844	28.8
UP THRU $4,499	92	78	84.8	2,693	833	30.9
$4,500 THRU 6,499	939	31	3.3	106	9	8.5
$6,500 THRU 7,999	458	10	2.2	62	2	3.2
$8,000 AND OVER	252	2	.8	74		

TABLE NUMBER 1-11

DEPARTMENT OF THE NAVY

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	357,505	49,188	13.8	299,775	41,267	13.8
TOTAL GENERAL SCHEDULE OR SIMILAR	155,549	11,754	7.6	130,184	9,966	7.7
GS-1 THRU 4	51,580	6,519	12.6	41,583	5,732	13.8
GS-5 THRU 8	39,271	3,546	9.0	33,297	2,889	8.7
GS-9 THRU 11	34,735	1,189	3.4	31,910	1,009	3.2
GS-12 THRU 18	29,963	500	1.7	23,394	336	1.4
TOTAL WAGE BOARD....	200,730	37,359	18.6	168,305	31,274	18.6
UP THRU $4,499	6,336	2,824	44.6	7,846	3,921	50.0
$4,500 THRU 6,499	63,200	18,779	29.7	64,909	19,205	29.6
$6,500 THRU 7,999	101,395	14,579	14.4	78,014	7,867	10.1
$8,000 AND OVER	29,799	1,177	3.9	17,536	281	1.6
TOTAL OTHER PAY PLANS..............	1,226	75	6.1	1,286	27	2.1
UP THRU $4,499	5	3	60.0	46	2	4.3
$4,500 THRU 6,499	131	22	16.8	380	17	4.5
$6,500 THRU 7,999	179	19	10.6	148	8	5.4
$8,000 AND OVER	911	31	3.4	712		

TABLE NUMBER 1-12

DEPARTMENT OF THE AIR FORCE

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	280,515	21,480	7.7	269,860	21,149	7.8
TOTAL GENERAL SCHEDULE OR SIMILAR	156,181	7,112	4.6	152,733	7,412	4.9
GS-1 THRU 4	47,016	3,383	7.2	47,151	3,919	8.3
GS-5 THRU 8	44,459	2,344	5.3	42,982	2,250	5.2
GS-9 THRU 11	39,076	977	2.5	38,691	911	2.4
GS-12 THRU 18	25,630	408	1.6	23,909	332	1.4
TOTAL WAGE BOARD....	121,943	14,110	11.6	112,596	12,363	11.0
UP THRU $4,499	4,696	1,720	36.6	6,129	1,964	32.0
$4,500 THRU 6,499	49,086	8,408	17.1	63,104	8,912	14.1
$6,500 THRU 7,999	52,525	3,539	6.7	36,418	1,428	3.9
$8,000 AND OVER	15,636	443	2.8	6,945	59	.8
TOTAL OTHER PAY PLANS..............	2,391	258	10.8	4,531	1,374	30.3
UP THRU $4,499	426	170	39.9	4,007	1,350	33.7
$4,500 THRU 6,499	1,194	71	5.9	120	15	12.5
$6,500 THRU 7,999	434	16	3.7	137	5	3.6
$8,000 AND OVER	337	1	.3	267	4	1.5

TABLE NUMBER 1-13

DEPARTMENT OF JUSTICE

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	33,281	2,525	7.6	32,492	1,682	5.2
TOTAL GENERAL SCHEDULE OR SIMILAR	31,084	2,365	7.6	30,196	1,489	4.9
GS-1 THRU 4	7,732	1,483	19.2	7,415	916	12.4
GS-5 THRU 8	10,514	702	6.7	10,534	455	4.3
GS-9 THRU 11	5,887	115	2.0	5,345	80	1.5
GS-12 THRU 18	6,951	65	.9	6,902	38	.6
TOTAL WAGE BOARD....	1,363	107	7.9	1,404	93	6.6
UP THRU $4,499	13	3	23.1	24	3	12.5
$4,500 THRU 6,499	135	48	35.6	206	73	35.4
$6,500 THRU 7,999	262	44	16.8	636	12	1.9
$8,000 AND OVER	953	12	1.3	538	5	.9
TOTAL OTHER PAY PLANS..............	834	53	6.4	892	100	11.2
UP THRU $4,499	1			101	54	53.5
$4,500 THRU 6,499						
$6,500 THRU 7,999	18	2	11.1	67	3	4.5
$8,000 AND OVER	815	51	6.3	724	43	5.9

TABLE NUMBER 1-14

POST OFFICE DEPARTMENT

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	700,533	132,355	18.9	587,780	92,265	15.7
TOTAL GENERAL SCHEDULE OR SIMILAR	2,127	316	14.9	1,795	222	12.4
GS-1 THRU 4	207	97	46.9	172	103	59.9
GS-5 THRU 8	627	156	24.9	578	90	15.6
GS-9 THRU 11	357	31	8.7	343	15	4.4
GS-12 THRU 18	936	32	3.4	702	14	2.0
TOTAL WAGE BOARD....	44	28	63.6	40	21	52.5
UP THRU $4,499						
$4,500 THRU 6,499	15	14	93.3	20	13	65.0
$6,500 THRU 7,999	17	11	64.7	15	6	40.0
$8,000 AND OVER	12	3	25.0	5	2	40.0
TOTAL POSTAL FIELD SERVICE............	698,346	132,011	18.9	585,935	92,022	15.7
PFS-1 THRU 4 *	601,160	123,632	20.6	495,772	84,944	17.1
PFS-5 THRU 8	77,746	7,805	10.0	72,572	6,765	9.3
PFS-9 THRU 11	14,985	467	3.1	13,698	258	1.9
PFS-12 THRU 20	4,455	107	2.4	3,893	55	1.4
TOTAL OTHER PAY PLANS...............	16			10		
UP THRU $4,499						
$4,500 THRU 6,499						
$6,500 THRU 7,999						
$8,000 AND OVER	16			10		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 1-15

DEPARTMENT OF THE INTERIOR

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	66,531	3,271	4.9	62,032	2,529	4.1
TOTAL GENERAL SCHEDULE OR SIMILAR	52,492	2,108	4.0	47,956	1,395	2.9
GS-1 THRU 4	10,597	790	7.5	11,699	587	5.0
GS-5 THRU 8	14,959	822	5.5	14,086	539	3.8
GS-9 THRU 11	14,880	418	2.8	12,750	226	1.8
GS-12 THRU 18	12,056	78	.6	9,421	43	.5
TOTAL WAGE BOARD....	13,348	1,119	8.4	13,515	1,103	8.2
UP THRU $4,499	738	82	11.1	2,202	270	12.3
$4,500 THRU 6,499	5,174	697	13.5	6,921	698	10.1
$6,500 THRU 7,999	3,762	269	7.2	2,529	110	4.3
$8,000 AND OVER	3,674	71	1.9	1,863	25	1.3
TOTAL OTHER PAY PLANS..............	691	44	6.4	561	31	5.5
UP THRU $4,499	37	1	2.7	101	2	2.0
$4,500 THRU 6,499	137			187	4	2.1
$6,500 THRU 7,999	128	20	15.6	130	11	8.5
$8,000 AND OVER	389	23	5.9	143	14	9.8

NOTE: ALASKAN RAILROAD TRANSFERRED TO THE DEPARTMENT OF TRANSPORTATION IN APRIL 1967.

TABLE NUMBER 1-16

DEPARTMENT OF AGRICULTURE

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	90,504	5,214	5.8	95,769	4,321	4.5
TOTAL GENERAL SCHEDULE OR SIMILAR	82,173	4,265	5.2	83,152	3,090	3.7
GS-1 THRU 4	17,151	2,013	11.7	23,379	1,625	7.0
GS-5 THRU 8	27,444	1,671	6.1	26,575	1,151	4.3
GS-9 THRU 11	23,278	449	1.9	20,974	245	1.2
GS-12 THRU 18	14,300	132	.9	12,224	69	.6
TOTAL WAGE BOARD....	6,579	906	13.8	10,165	1,008	9.9
UP THRU $4,499	815	163	20.0	4,636	449	9.7
$4,500 THRU 6,499	3,776	604	16.0	4,403	497	11.3
$6,500 THRU 7,999	1,597	128	8.0	961	57	5.9
$8,000 AND OVER	391	11	2.8	165	5	3.0
TOTAL OTHER PAY PLANS..............	1,752	43	2.5	2,452	223	9.1
UP THRU $4,499	70	12	17.1	897	213	23.7
$4,500 THRU 6,499	578	23	4.0	720	8	1.1
$6,500 THRU 7,999	339	4	1.2	286	1	.3
$8,000 AND OVER	765	4	.5	549	1	.2

TABLE NUMBER 1-17

DEPARTMENT OF COMMERCE

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	27,135	4,307	15.9	30,662	4,177	13.6
TOTAL GENERAL SCHEDULE OR SIMILAR	24,046	3,505	14.6	27,011	3,245	12.0
GS-1 THRU 4	4,745	1,781	37.5	5,676	1,758	31.0
GS-5 THRU 8	6,412	1,180	18.4	7,239	1,077	14.9
GS-9 THRU 11	5,702	330	5.8	6,253	297	4.7
GS-12 THRU 18	7,187	214	3.0	7,843	113	1.4
TOTAL WAGE BOARD....	2,018	741	36.7	2,099	686	32.7
UP THRU $4,499	78	69	88.5	108	77	71.3
$4,500 THRU 6,499	829	429	51.7	1,117	518	46.4
$6,500 THRU 7,999	644	200	31.1	612	80	13.1
$8,000 AND OVER	467	43	9.2	262	11	4.2
TOTAL OTHER PAY PLANS..............	1,071	61	5.7	1,552	246	15.9
UP THRU $4,499	189	21	11.1	709	236	33.3
$4,500 THRU 6,499	297	32	10.8	286	5	1.7
$6,500 THRU 7,999	196	6	3.1	132	4	3.0
$8,000 AND OVER	389	2	.5	425	1	.2

NOTE: EMPLOYMENT AFFECTED BY MASS TRANSFERS TO THE DEPARTMENT OF TRANSPORTATION, INCLUDING THE BUREAU OF PUBLIC ROADS, IN APRIL 1967.

TABLE NUMBER 1-18

DEPARTMENT OF LABOR

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	9,511	2,283	24.0	9,198	1,910	20.8
TOTAL GENERAL SCHEDULE OR SIMILAR	9,355	2,182	23.3	8,962	1,772	19.8
GS-1 THRU 4	1,686	842	49.9	1,890	788	41.7
GS-5 THRU 8	2,592	845	32.6	2,395	688	28.7
GS-9 THRU 11	1,814	273	15.0	1,885	170	9.0
GS-12 THRU 18	3,263	222	6.8	2,792	126	4.5
TOTAL WAGE BOARD....	103	85	82.5	105	91	86.7
UP THRU $4,499	1	1	100.0	10	8	80.0
$4,500 THRU 6,499	71	58	81.7	75	66	88.0
$6,500 THRU 7,999	19	18	94.7	15	15	100.0
$8,000 AND OVER	12	8	66.7	5	2	40.0
TOTAL OTHER PAY PLANS..............	53	16	30.2	131	47	35.9
UP THRU $4,499	14	9	64.3	93	46	49.5
$4,500 THRU 6,499	6	4	66.7	2		
$6,500 THRU 7,999	4	2	50.0			
$8,000 AND OVER	29	1	3.4	36	1	2.8

TABLE NUMBER 1-19

DEPARTMENT OF HEALTH,EDUCATION,AND WELFARE

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	103,384	22,329	21.6	84,171	16,711	19.9
TOTAL GENERAL SCHEDULE OR SIMILAR	89,359	18,680	20.9	70,979	12,659	17.8
GS-1 THRU 4	31,801	11,223	35.3	25,992	7,872	30.3
GS-5 THRU 8	27,886	5,740	20.6	19,661	3,672	18.7
GS-9 THRU 11	17,046	1,242	7.3	16,330	915	5.6
GS-12 THRU 18	12,626	475	3.8	8,996	200	2.2
TOTAL WAGE BOARD....	6,754	3,487	51.6	6,488	3,390	52.3
UP THRU $4,499	1,157	891	77.0	2,156	1,515	70.3
$4,500 THRU 6,499	3,328	2,019	60.7	3,267	1,723	52.7
$6,500 THRU 7,999	1,683	525	31.2	964	142	14.7
$8,000 AND OVER	586	52	8.9	101	10	9.9
TOTAL OTHER PAY PLANS..............	7,271	162	2.2	6,704	662	9.9
UP THRU $4,499	234	51	21.8	1,093	498	45.6
$4,500 THRU 6,499	337	24	7.1	1,140	107	9.4
$6,500 THRU 7,999	538	9	1.7	409	16	3.9
$8,000 AND OVER	6,162	78	1.3	4,062	41	1.0

TABLE NUMBER 1-20

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT[1/]

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	14,268	2,291	16.1	13,336	1,728	13.0
TOTAL GENERAL SCHEDULE OR SIMILAR	14,162	2,230	15.7	13,092	1,580	12.1
GS-1 THRU 4	2,861	1,071	37.4	2,905	836	28.8
GS-5 THRU 8	3,413	764	22.4	3,047	500	16.4
GS-9 THRU 11	4,153	227	5.5	4,114	158	3.8
GS-12 THRU 18	3,735	168	4.5	3,026	86	2.8
TOTAL WAGE BOARD....	89	60	67.4	238	147	61.8
UP THRU $4,499				145	87	60.0
$4,500 THRU 6,499	18	13	72.2	72	56	77.8
$6,500 THRU 7,999	58	45	77.6	14	3	21.4
$8,000 AND OVER	13	2	15.4	7	1	14.3
TOTAL OTHER PAY PLANS...............	17	1	5.9	6	1	16.7
UP THRU $4,499						
$4,500 THRU 6,499						
$6,500 THRU 7,999						
$8,000 AND OVER	17	1	5.9	6	1	16.7

[1/] FORMERLY HOUSING AND HOME FINANCE AGENCY.

TABLE NUMBER 1-21

DEPARTMENT OF TRANSPORTATION

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	55,243	2,995	5.4			
TOTAL GENERAL SCHEDULE OR SIMILAR	48,629	2,126	4.4			
GS-1 THRU 4	4,682	848	18.1			
GS-5 THRU 8	9,178	738	8.0			
GS-9 THRU 11	16,451	363	2.2			
GS-12 THRU 18	18,318	177	1.0			
TOTAL WAGE BOARD....	5,188	788	15.2			
UP THRU $4,499	105	44	41.9			
$4,500 THRU 6,499	1,488	487	32.7			
$6,500 THRU 7,999	2,647	234	8.8			
$8,000 AND OVER	948	23	2.4			
TOTAL OTHER PAY PLANS..............	1,426	81	5.7			
UP THRU $4,499	207	62	30.0			
$4,500 THRU 6,499	32	1	3.1			
$6,500 THRU 7,999	348	10	2.9			
$8,000 AND OVER	839	8	1.0			

NOTE

The Department of Transportation was activated in April 1967.

Portions of the following departments and agencies were transferred to the Department of Transportation:

- Treasury Department
- Department of Commerce
- Department of the Interior
- Interstate Commerce Commission
- Civil Aeronautics Board

The Federal Aviation Agency and the St. Lawrence Seaway Development Corporation were transferred in their entirety to the new Department.

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TABLE NUMBER 1-22

GENERAL SERVICES ADMINISTRATION

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	37,907	13,498	35.6	35,049	11,910	34.0
TOTAL GENERAL SCHEDULE OR SIMILAR	18,256	3,677	20.1	17,434	3,115	17.9
GS-1 THRU 4	7,499	2,562	34.2	7,321	2,299	31.4
GS-5 THRU 8	4,535	877	19.3	4,210	656	15.6
GS-9 THRU 11	2,992	181	6.0	2,943	112	3.8
GS-12 THRU 18	3,230	57	1.8	2,960	48	1.6
TOTAL WAGE BOARD....	19,617	9,821	50.1	17,610	8,795	49.9
UP THRU $4,499	5,594	4,381	78.3	6,241	4,467	71.6
$4,500 THRU 6,499	6,863	3,501	51.0	6,506	3,115	47.9
$6,500 THRU 7,999	5,551	1,732	31.2	3,427	971	28.3
$8,000 AND OVER	1,609	207	12.9	1,436	242	16.9
TOTAL OTHER PAY PLANS..............	34			5		
UP THRU $4,499	3					
$4,500 THRU 6,499	3					
$6,500 THRU 7,999	1					
$8,000 AND OVER	27			5		

TABLE NUMBER 1-23

NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	33,799	967	2.9	33,859	1,092	3.2
TOTAL GENERAL SCHEDULE OR SIMILAR	28,505	662	2.3	26,644	648	2.4
GS-1 THRU 4	2,822	161	5.7	3,699	214	5.8
GS-5 THRU 8	4,566	220	4.8	4,273	204	4.8
GS-9 THRU 11	6,151	168	2.7	6,149	138	2.2
GS-12 THRU 18	14,966	113	.8	12,523	92	.7
TOTAL WAGE BOARD....	4,991	305	6.1	6,451	346	5.4
UP THRU $4,499	50	6	12.0	179	49	27.4
$4,500 THRU 6,499	772	190	24.6	1,571	246	15.7
$6,500 THRU 7,999	2,102	90	4.3	3,310	50	1.5
$8,000 AND OVER	2,067	19	.9	1,391	1	.1
TOTAL OTHER PAY PLANS..............	303			764	98	12.8
UP THRU $4,499				295	96	32.5
$4,500 THRU 6,499				4		
$6,500 THRU 7,999				8	1	12.5
$8,000 AND OVER	303			457	1	.2

TABLE NUMBER 1-24

TENNESSEE VALLEY AUTHORITY

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	19,286	1,408	7.3	16,315	1,144	7.0
TOTAL GENERAL SCHEDULE OR SIMILAR						
GS-1 THRU 4						
GS-5 THRU 8						
GS-9 THRU 11						
GS-12 THRU 18						
TOTAL WAGE BOARD....	12,016	888	7.4	9,727	767	7.9
UP THRU $4,499				88	31	35.2
$4,500 THRU 6,499	3,478	772	22.2	3,483	688	19.8
$6,500 THRU 7,999	3,685	91	2.5	3,126	46	1.5
$8,000 AND OVER	4,853	25	.5	3,030	2	.1
TOTAL OTHER PAY PLANS..............	7,270	520	7.2	6,588	377	5.7
UP THRU $4,499	231	42	18.2	327	98	30.0
$4,500 THRU 6,499	1,932	388	20.1	2,048	250	12.2
$6,500 THRU 7,999	1,044	47	4.5	1,108	17	1.5
$8,000 AND OVER	4,063	43	1.1	3,105	12	.4

TABLE NUMBER 1-25

VETERANS ADMINISTRATION

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	150,463	39,109	26.0	149,090	36,811	24.7
TOTAL GENERAL SCHEDULE OR SIMILAR	114,874	24,904	21.7	111,201	22,211	20.0
GS-1 THRU 4	52,274	18,095	34.6	51,655	16,930	32.8
GS-5 THRU 8	28,409	4,762	16.8	31,327	3,979	12.7
GS-9 THRU 11	20,080	1,722	8.6	14,916	1,052	7.1
GS-12 THRU 18	14,111	325	2.3	13,303	250	1.9
TOTAL WAGE BOARD....	32,977	13,576	41.2	33,755	13,392	39.7
UP THRU $4,499	12,093	6,121	50.6	16,002	7,802	48.8
$4,500 THRU 6,499	13,715	6,469	47.2	13,132	5,100	38.8
$6,500 THRU 7,999	5,716	862	15.1	4,087	470	11.5
$8,000 AND OVER	1,453	124	8.5	534	20	3.7
TOTAL OTHER PAY PLANS.............	2,612	629	24.1	4,134	1,208	29.2
UP THRU $4,499	1,890	519	27.5	3,671	1,152	31.4
$4,500 THRU 6,499	461	106	23.0	239	43	18.0
$6,500 THRU 7,999	55	1	1.8	78	8	10.3
$8,000 AND OVER	206	3	1.5	146	5	3.4

TABLE NUMBER 1-26

ATOMIC ENERGY COMMISSION

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	7,124	325	4.6	7,198	308	4.3
TOTAL GENERAL SCHEDULE OR SIMILAR	6,864	299	4.4	6,957	261	3.8
GS-1 THRU 4	777	114	14.7	907	131	14.4
GS-5 THRU 8	2,199	129	5.9	2,242	86	3.8
GS-9 THRU 11	803	38	4.7	922	27	2.9
GS-12 THRU 18	3,085	18	.6	2,886	17	.6
TOTAL WAGE BOARD....	96	23	24.0	76	22	28.9
UP THRU $4,499	15	3	20.0			
$4,500 THRU 6,499	31	13	41.9	52	19	36.5
$6,500 THRU 7,999	37	7	18.9	20	3	15.0
$8,000 AND OVER	13			4		
TOTAL OTHER PAY PLANS...............	164	3	1.8	165	25	15.2
UP THRU $4,499	1			19	6	31.6
$4,500 THRU 6,499				1		
$6,500 THRU 7,999	12			69	15	21.7
$8,000 AND OVER	151	3	2.0	76	4	5.3

TABLE NUMBER 1-27

GOVERNMENT PRINTING OFFICE

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	7,301	3,198	43.8	6,993	2,864	41.0
TOTAL GENERAL SCHEDULE OR SIMILAR	1,331	628	47.2	1,271	486	38.2
GS-1 THRU 4	761	510	67.0	736	412	56.0
GS-5 THRU 8	368	110	29.9	365	72	19.7
GS-9 THRU 11	98	8	8.2	78	2	2.6
GS-12 THRU 18	104			92		
TOTAL WAGE BOARD....	5,970	2,570	43.0	5,440	2,371	43.6
UP THRU $4,499	342	295	86.3	1,157	1,044	90.2
$4,500 THRU 6,499	2,187	1,800	82.3	1,581	1,069	67.6
$6,500 THRU 7,999	320	198	61.9	202	84	41.6
$8,000 AND OVER	3,121	277	8.9	2,500	174	7.0
TOTAL OTHER PAY PLANS..............				282	7	2.5
UP THRU $4,499						
$4,500 THRU 6,499				6	1	16.7
$6,500 THRU 7,999				11	3	27.3
$8,000 AND OVER				265	3	1.1

TABLE NUMBER 1-28

SELECTIVE SERVICE SYSTEM

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	6,836	419	6.1	5,585	320	5.7
TOTAL GENERAL SCHEDULE OR SIMILAR	1,110	89	8.0	955	50	5.2
GS-1 THRU 4	539	62	11.5	389	32	8.2
GS-5 THRU 8	462	24	5.2	454	15	3.3
GS-9 THRU 11	56	3	5.4	62	3	4.8
GS-12 THRU 18	53			50		
TOTAL WAGE BOARD....	19	16	84.2	16	13	81.3
UP THRU $4,499	4	4	100.0	5	3	60.0
$4,500 THRU 6,499	11	8	72.7	10	9	90.0
$6,500 THRU 7,999	3	3	100.0	1	1	100.0
$8,000 AND OVER	1	1	100.0			
TOTAL OTHER PAY PLANS.............	5,707	314	5.5	4,614	257	5.6
UP THRU $4,499	2,726	181	6.6	2,562	174	6.8
$4,500 THRU 6,499	2,847	124	4.4	1,995	79	4.0
$6,500 THRU 7,999	119	7	5.9	53	4	7.5
$8,000 AND OVER	15	2	13.3	4		

TABLE NUMBER 1-29

CIVIL SERVICE COMMISSION

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	5,044	1,037	20.6	3,681	760	20.6
TOTAL GENERAL SCHEDULE OR SIMILAR	4,992	1,015	20.3	3,580	695	19.4
GS-1 THRU 4	1,947	709	36.4	1,247	515	41.3
GS-5 THRU 8	958	220	23.0	566	140	24.7
GS-9 THRU 11	1,173	58	4.9	1,048	31	3.0
GS-12 THRU 18	914	28	3.1	719	9	1.3
TOTAL WAGE BOARD....	48	22	45.8	44	25	56.8
UP THRU $4,499	10	1	10.0	7	5	71.4
$4,500 THRU 6,499	20	14	70.0	27	16	59.3
$6,500 THRU 7,999	15	7	46.7	9	4	44.4
$8,000 AND OVER	3			1		
TOTAL OTHER PAY PLANS.............	4			57	40	70.2
UP THRU $4,499				53	40	75.5
$4,500 THRU 6,499						
$6,500 THRU 7,999						
$8,000 AND OVER	4			4		

TABLE NUMBER 1-30

INFORMATION AGENCY

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	5,039	573	11.4	4,769	469	9.8
TOTAL GENERAL SCHEDULE OR SIMILAR	2,860	458	16.0	2,868	356	12.4
GS-1 THRU 4	360	151	41.9	364	104	28.6
GS-5 THRU 8	653	241	36.9	708	194	27.4
GS-9 THRU 11	662	48	7.3	690	44	6.4
GS-12 THRU 18	1,185	18	1.5	1,106	14	1.3
TOTAL WAGE BOARD....	408	48	11.8	407	58	14.3
UP THRU $4,499	2	2	100.0	12	9	75.0
$4,500 THRU 6,499	43	20	46.5	87	43	49.4
$6,500 THRU 7,999	57	24	42.1	31	3	9.7
$8,000 AND OVER	306	2	.7	277	3	1.1
TOTAL OTHER PAY PLANS..............	1,771	67	3.8	1,494	55	3.7
UP THRU $4,499				8		
$4,500 THRU 6,499	70	3	4.3	101	5	5.0
$6,500 THRU 7,999	204	10	4.9	169	3	1.8
$8,000 AND OVER	1,497	54	3.6	1,216	47	3.9

TABLE NUMBER 1-31

SMALL BUSINESS ADMINISTRATION

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	4,345	491	11.3	3,513	310	8.8
TOTAL GENERAL SCHEDULE OR SIMILAR	4,322	473	10.9	3,461	266	7.7
GS-1 THRU 4	1,116	218	19.5	977	149	15.3
GS-5 THRU 8	1,009	163	16.2	838	91	10.9
GS-9 THRU 11	714	59	8.3	461	16	3.5
GS-12 THRU 18	1,483	33	2.2	1,185	10	.8
TOTAL WAGE BOARD....	18	18	100.0	18	18	100.0
UP THRU $4,499				3	3	100.0
$4,500 THRU 6,499	14	14	100.0	14	14	100.0
$6,500 THRU 7,999	4	4	100.0	1	1	100.0
$8,000 AND OVER						
TOTAL OTHER PAY PLANS..............	5			34	26	76.5
UP THRU $4,499				28	26	92.9
$4,500 THRU 6,499						
$6,500 THRU 7,999						
$8,000 AND OVER	5			6		

TABLE NUMBER 1-32

INTERSTATE COMMERCE COMMISSION

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	1,902	318	16.7	2,431	279	11.5
TOTAL GENERAL SCHEDULE OR SIMILAR	1,859	295	15.9	2,369	244	10.3
GS-1 THRU 4	388	200	51.5	519	186	35.8
GS-5 THRU 8	477	88	18.4	544	54	9.9
GS-9 THRU 11	302	4	1.3	406	4	1.0
GS-12 THRU 18	692	3	.4	900		
TOTAL WAGE BOARD....	32	23	71.9	33	25	75.8
UP THRU $4,499				2	2	100.0
$4,500 THRU 6,499	15	12	80.0	21	20	95.2
$6,500 THRU 7,999	12	11	91.7	9	3	33.3
$8,000 AND OVER	5			1		
TOTAL OTHER PAY PLANS..............	11			29	10	34.5
UP THRU $4,499				19	10	52.6
$4,500 THRU 6,499						
$6,500 THRU 7,999						
$8,000 AND OVER	11			10		

NOTE: EMPLOYMENT AFFECTED BY TRANSFERS TO THE DEPARTMENT OF TRANSPORTATION IN APRIL 1967.

TABLE NUMBER 1-33

RAILROAD RETIREMENT BOARD

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	1,713	427	24.9	1,760	335	19.0
TOTAL GENERAL SCHEDULE OR SIMILAR	1,681	410	24.4	1,726	317	18.4
GS-1 THRU 4	510	288	56.5	521	227	43.6
GS-5 THRU 8	517	96	18.6	517	74	14.3
GS-9 THRU 11	462	24	5.2	491	15	3.1
GS-12 THRU 18	192	2	1.0	197	1	.5
TOTAL WAGE BOARD....	29	17	58.6	31	18	58.1
UP THRU $4,499						
$4,500 THRU 6,499	12	11	91.7	14	13	92.9
$6,500 THRU 7,999	9	5	55.6	15	5	33.3
$8,000 AND OVER	8	1	12.5	2		
TOTAL OTHER PAY PLANS..............	3			3		
UP THRU $4,499						
$4,500 THRU 6,499						
$6,500 THRU 7,999						
$8,000 AND OVER	3			3		

TABLE NUMBER 1-34

NATIONAL LABOR RELATIONS BOARD

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	2,344	326	13.9	2,203	298	13.5
TOTAL GENERAL SCHEDULE OR SIMILAR	2,311	301	13.0	2,136	244	11.4
GS-1 THRU 4	464	123	26.5	431	101	23.4
GS-5 THRU 8	471	118	25.1	495	98	19.8
GS-9 THRU 11	436	35	8.0	323	25	7.7
GS-12 THRU 18	940	25	2.7	887	20	2.3
TOTAL WAGE BOARD....	27	24	88.9	25	24	96.0
UP THRU $4,499				1	1	100.0
$4,500 THRU 6,499	18	16	88.9	23	23	100.0
$6,500 THRU 7,999	8	8	100.0			
$8,000 AND OVER	1			1		
TOTAL OTHER PAY PLANS.............	6	1	16.7	42	30	71.4
UP THRU $4,499				36	29	80.6
$4,500 THRU 6,499						
$6,500 THRU 7,999						
$8,000 AND OVER	6	1	16.7	6	1	16.7

TABLE NUMBER 1-35

SMITHSONIAN INSTITUTION
INCLUDES NATIONAL GALLERY OF ART

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967 EMPLOYMENT	1967 NEGRO NUMBER	1967 NEGRO %	1965 EMPLOYMENT	1965 NEGRO NUMBER	1965 NEGRO %
TOTAL ALL PAY PLANS	2,382	866	36.4	2,313	826	35.7
TOTAL GENERAL SCHEDULE OR SIMILAR	1,681	423	25.2	1,472	372	25.3
GS-1 THRU 4	509	261	51.3	576	266	46.2
GS-5 THRU 8	498	126	25.3	410	89	21.7
GS-9 THRU 11	319	30	9.4	234	15	6.4
GS-12 THRU 18	355	6	1.7	252	2	.8
TOTAL WAGE BOARD....	691	443	64.1	818	441	53.9
UP THRU $4,499	166	162	97.6	378	281	74.3
$4,500 THRU 6,499	189	164	86.8	173	104	60.1
$6,500 THRU 7,999	238	105	44.1	251	56	22.3
$8,000 AND OVER	98	12	12.2	16		
TOTAL OTHER PAY PLANS.............	10			23	13	56.5
UP THRU $4,499	1			16	13	81.3
$4,500 THRU 6,499						
$6,500 THRU 7,999	1			1		
$8,000 AND OVER	8			6		

TABLE NUMBER 1-36

FEDERAL COMMUNICATIONS COMMISSION

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	1,490	229	15.4	1,510	183	12.1
TOTAL GENERAL SCHEDULE OR SIMILAR	1,448	206	14.2	1,451	149	10.3
GS-1 THRU 4	245	109	44.5	269	79	29.4
GS-5 THRU 8	458	66	14.4	484	50	10.3
GS-9 THRU 11	252	15	6.0	220	12	5.5
GS-12 THRU 18	493	16	3.2	478	8	1.7
TOTAL WAGE BOARD....	35	23	65.7	52	34	65.4
UP THRU $4,499				15	10	66.7
$4,500 THRU 6,499	21	13	61.9	25	16	64.0
$6,500 THRU 7,999	8	6	75.0	9	8	88.9
$8,000 AND OVER	6	4	66.7	3		
TOTAL OTHER PAY PLANS.............	7			7		
UP THRU $4,499						
$4,500 THRU 6,499						
$6,500 THRU 7,999						
$8,000 AND OVER	7			7		

TABLE NUMBER 1-37

SECURITIES AND EXCHANGE COMMISSION

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	1,369	184	13.4	1,415	150	10.6
TOTAL GENERAL SCHEDULE OR SIMILAR	1,345	172	12.8	1,380	134	9.7
GS-1 THRU 4	206	86	41.7	243	81	33.3
GS-5 THRU 8	311	62	19.9	320	40	12.5
GS-9 THRU 11	262	15	5.7	267	11	4.1
GS-12 THRU 18	566	9	1.6	550	2	.4
TOTAL WAGE BOARD....	19	12	63.2	17	9	52.9
UP THRU $4,499						
$4,500 THRU 6,499	9	7	77.8	11	6	54.5
$6,500 THRU 7,999	8	5	62.5	4	3	75.0
$8,000 AND OVER	2			2		
TOTAL OTHER PAY PLANS.............	5			18	7	38.9
UP THRU $4,499				13	7	53.8
$4,500 THRU 6,499						
$6,500 THRU 7,999						
$8,000 AND OVER	5			5		

TABLE NUMBER 1-38

FEDERAL DEPOSIT INSURANCE CORPORATION

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	1,782	100	5.6	1,536	94	6.1
TOTAL GENERAL SCHEDULE OR SIMILAR	1,716	69	4.0	1,426	53	3.7
GS-1 THRU 4	256	46	18.0	246	46	18.7
GS-5 THRU 8	539	18	3.3	485	7	1.4
GS-9 THRU 11	468	2	.4	362		
GS-12 THRU 18	453	3	.7	333		
TOTAL WAGE BOARD....	14	14	100.0	9	9	100.0
UP THRU $4,499	2	2	100.0			
$4,500 THRU 6,499	7	7	100.0	6	6	100.0
$6,500 THRU 7,999	5	5	100.0	3	3	100.0
$8,000 AND OVER						
TOTAL OTHER PAY PLANS..............	52	17	32.7	101	32	31.7
UP THRU $4,499	12	7	58.3	55	24	43.6
$4,500 THRU 6,499	34	10	29.4	38	7	18.4
$6,500 THRU 7,999	3			1	1	100.0
$8,000 AND OVER	3			7		

TABLE NUMBER 1-39

FEDERAL HOME LOAN BANK BOARD

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	1,280	56	4.4	1,295	42	3.2
TOTAL GENERAL SCHEDULE OR SIMILAR	1,259	50	4.0	1,260	35	2.8
GS-1 THRU 4	152	29	19.1	175	26	14.9
GS-5 THRU 8	217	13	6.0	224	6	2.7
GS-9 THRU 11	421	7	1.7	485	3	.6
GS-12 THRU 18	469	1	.2	376		
TOTAL WAGE BOARD....	18	6	33.3	17	4	23.5
UP THRU $4,499						
$4,500 THRU 6,499	9	5	55.6	9	3	33.3
$6,500 THRU 7,999	5	1	20.0	6	1	16.7
$8,000 AND OVER	4			2		
TOTAL OTHER PAY PLANS.............	3			18	3	16.7
UP THRU $4,499				15	3	20.0
$4,500 THRU 6,499						
$6,500 THRU 7,999						
$8,000 AND OVER	3			3		

TABLE NUMBER 1-40

FEDERAL TRADE COMMISSION

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	1,179	149	12.6	1,157	107	9.2
TOTAL GENERAL SCHEDULE OR SIMILAR	1,156	142	12.3	1,117	90	8.1
GS-1 THRU 4	244	104	42.6	207	51	24.6
GS-5 THRU 8	274	33	12.0	299	33	11.0
GS-9 THRU 11	160	2	1.3	132	4	3.0
GS-12 THRU 18	478	3	.6	479	2	.4
TOTAL WAGE BOARD....	18	7	38.9	20	7	35.0
UP THRU $4,499				1		
$4,500 THRU 6,499	8	5	62.5	11	5	45.5
$6,500 THRU 7,999	5	2	40.0	6	2	33.3
$8,000 AND OVER	5			2		
TOTAL OTHER PAY PLANS..............	5			20	10	50.0
UP THRU $4,499				15	10	66.7
$4,500 THRU 6,499						
$6,500 THRU 7,999						
$8,000 AND OVER	5			5		

TABLE NUMBER 1-41

FEDERAL POWER COMMISSION

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	1,110	180	16.2	1,163	173	14.9
TOTAL GENERAL SCHEDULE OR SIMILAR	1,082	164	15.2	1,126	149	13.2
GS-1 THRU 4	134	84	62.7	186	86	46.2
GS-5 THRU 8	280	56	20.0	295	43	14.6
GS-9 THRU 11	183	15	8.2	229	18	7.9
GS-12 THRU 18	485	9	1.9	416	2	.5
TOTAL WAGE BOARD....	23	16	69.6	23	18	78.3
UP THRU $4,499	2	1	50.0	1	1	100.0
$4,500 THRU 6,499	11	10	90.9	13	12	92.3
$6,500 THRU 7,999	5	2	40.0	8	5	62.5
$8,000 AND OVER	5	3	60.0	1		
TOTAL OTHER PAY PLANS.............	5			14	6	42.9
UP THRU $4,499				9	6	66.7
$4,500 THRU 6,499						
$6,500 THRU 7,999						
$8,000 AND OVER	5			5		

TABLE NUMBER 1-42

SOLDIERS HOME

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	1,054	509	48.3	1,080	505	46.8
TOTAL GENERAL SCHEDULE OR SIMILAR	362	205	56.6	375	218	58.1
GS-1 THRU 4	235	179	76.2	270	202	74.8
GS-5 THRU 8	97	26	26.8	77	16	20.8
GS-9 THRU 11	22			22		
GS-12 THRU 18	8			6		
TOTAL WAGE BOARD....	451	298	66.1	456	268	58.8
UP THRU $4,499	142	137	96.5	202	183	90.6
$4,500 THRU 6,499	180	131	72.8	190	79	41.6
$6,500 THRU 7,999	105	29	27.6	62	6	9.7
$8,000 AND OVER	24	1	4.2	2		
TOTAL OTHER PAY PLANS.............	241	6	2.5	249	19	7.6
UP THRU $4,499	235	6	2.6	243	19	7.8
$4,500 THRU 6,499						
$6,500 THRU 7,999						
$8,000 AND OVER	6			6		

INDEX

NEGRO EMPLOYMENT BY CIVIL SERVICE REGION, 1967-1965

Table

2- 1 Atlanta (Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, Tennessee, and Virgin Islands)

2- 2 Boston (Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont)

2- 3 Chicago (Illinois, Indiana, Kentucky, Michigan, Ohio, and Wisconsin

2- 4 Dallas (Arkansas, Louisiana, Oklahoma, and Texas)

2- 5 Denver (Arizona, Colorado, New Mexico, Utah, and Wyoming)

2- 6 New York (New Jersey and New York)

2- 7 Philadelphia (Delaware, Maryland, Pennsylvania, Virginia, and West Virginia)

2- 8 St. Louis (Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota)

2- 9 San Francisco (California and Nevada)

2-10 Seattle (Alaska, Idaho, Montana, Oregon, and Washington)

TABLE NUMBER 2-1

ATLANTA CIVIL SERVICE REGION
ALABAMA,FLORIDA,GEORGIA,MISSISSIPPI,NORTH CAROLINA, SOUTH CAROLINA,TENNESSEE,AND VIRGIN ISLANDS

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	317,187	41,620	13.1	277,110	31,805	11.5
TOTAL GENERAL SCHEDULE OR SIMILAR	147,079	7,703	5.2	126,157	5,133	4.1
GS-1 THRU 4	47,155	5,327	11.3	39,497	3,685	9.3
GS-5 THRU 8	39,692	1,587	4.0	34,824	1,019	2.9
GS-9 THRU 11	34,558	659	1.9	30,296	354	1.2
GS-12 THRU 18	25,674	130	.5	21,540	75	.3
TOTAL WAGE BOARD....	91,276	23,681	25.9	82,280	19,433	23.6
UP THRU $4,499	13,148	9,040	68.8	14,265	8,909	62.5
$4,500 THRU 6,499	38,205	12,483	32.7	37,995	9,551	25.1
$6,500 THRU 7,999	29,687	2,069	7.0	23,121	964	4.2
$8,000 AND OVER	10,236	89	.9	6,899	9	.1
TOTAL POSTAL FIELD SERVICE............	68,948	9,391	13.6	58,487	5,970	10.2
PFS-1 THRU 4 *	57,489	8,836	15.4	48,109	5,498	11.4
PFS-5 THRU 8	9,067	526	5.8	8,282	462	5.6
PFS-9 THRU 11	1,854	26	1.4	1,622	8	.5
PFS-12 THRU 20	538	3	.6	474	2	.4
TOTAL OTHER PAY PLANS..............	9,884	845	8.5	10,186	1,269	12.5
UP THRU $4,499	1,151	275	23.9	2,801	959	34.2
$4,500 THRU 6,499	2,744	431	15.7	2,504	263	10.5
$6,500 THRU 7,999	1,213	62	5.1	1,281	27	2.1
$8,000 AND OVER	4,776	77	1.6	3,600	20	.6

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 2-2

BOSTON CIVIL SERVICE REGION
CONNECTICUT,MAINE,MASSACHUSETTS, NEW HAMPSHIRE,RHODE ISLAND,AND VERMONT

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	119,367	4,485	3.8	108,071	3,830	3.5
TOTAL GENERAL SCHEDULE OR SIMILAR	42,861	1,382	3.2	40,095	1,181	2.9
GS-1 THRU 4	13,364	811	6.1	12,842	737	5.7
GS-5 THRU 8	10,433	331	3.2	10,245	257	2.5
GS-9 THRU 11	11,400	169	1.5	10,141	130	1.3
GS-12 THRU 18	7,664	71	.9	6,867	57	.8
TOTAL WAGE BOARD....	26,444	1,214	4.6	25,236	1,025	4.1
UP THRU $4,499	1,221	155	12.7	2,161	422	19.5
$4,500 THRU 6,499	10,674	725	6.8	14,561	472	3.2
$6,500 THRU 7,999	12,042	318	2.6	7,383	127	1.7
$8,000 AND OVER	2,507	16	.6	1,131	4	.4
TOTAL POSTAL FIELD SERVICE............	49,074	1,868	3.8	41,523	1,549	3.7
PFS-1 THRU 4 *	42,394	1,735	4.1	35,496	1,387	3.9
PFS-5 THRU 8	5,377	127	2.4	4,837	154	3.2
PFS-9 THRU 11	1,011	5	.5	928	6	.6
PFS-12 THRU 20	292	1	.3	262	2	.8
TOTAL OTHER PAY PLANS..............	988	21	2.1	1,217	75	6.2
UP THRU $4,499	244	8	3.3	589	67	11.4
$4,500 THRU 6,499	334	7	2.1	272	3	1.1
$6,500 THRU 7,999	53	1	1.9	63	1	1.6
$8,000 AND OVER	357	5	1.4	293	4	1.4

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 2-3

CHICAGO CIVIL SERVICE REGION
ILLINOIS, INDIANA, KENTUCKY, MICHIGAN, OHIO, AND WISCONSIN

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	351,177	74,410	21.2	313,501	61,095	19.5
TOTAL GENERAL SCHEDULE OR SIMILAR	150,925	23,845	15.8	136,439	20,141	14.8
GS-1 THRU 4	48,984	14,142	28.9	44,533	12,866	28.9
GS-5 THRU 8	37,983	6,429	16.9	34,081	4,820	14.1
GS-9 THRU 11	35,297	2,409	6.8	32,942	1,865	5.7
GS-12 THRU 18	28,661	865	3.0	24,883	590	2.4
TOTAL WAGE BOARD....	54,044	10,639	19.7	48,505	10,198	21.0
UP THRU $4,499	2,502	1,212	48.4	5,265	2,658	50.5
$4,500 THRU 6,499	22,778	6,651	29.2	21,340	6,044	28.3
$6,500 THRU 7,999	18,974	2,343	12.3	17,420	1,326	7.6
$8,000 AND OVER	9,790	433	4.4	4,480	170	3.8
TOTAL POSTAL FIELD SERVICE...........	142,819	39,569	27.7	123,878	29,870	24.1
PFS-1 THRU 4 *	123,375	36,961	30.0	105,217	27,528	26.2
PFS-5 THRU 8	15,797	2,414	15.3	15,206	2,241	14.7
PFS-9 THRU 11	2,902	153	5.3	2,767	82	3.0
PFS-12 THRU 20	745	41	5.5	688	19	2.8
TOTAL OTHER PAY PLANS.............	3,389	357	10.5	4,679	886	18.9
UP THRU $4,499	1,146	238	20.8	2,648	796	30.1
$4,500 THRU 6,499	927	98	10.6	1,040	69	6.6
$6,500 THRU 7,999	284	6	2.1	262	8	3.1
$8,000 AND OVER	1,032	15	1.5	729	13	1.8

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 2-4

DALLAS CIVIL SERVICE REGION
ARKANSAS, LOUISIANA, OKLAHOMA, AND TEXAS

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	241,722	22,823	9.4	202,180	17,359	8.6
TOTAL GENERAL SCHEDULE OR SIMILAR	117,533	5,396	4.6	98,852	3,754	3.8
GS-1 THRU 4	37,225	3,490	9.4	30,302	2,645	8.7
GS-5 THRU 8	33,205	1,273	3.8	28,339	788	2.8
GS-9 THRU 11	29,921	539	1.8	26,302	294	1.1
GS-12 THRU 18	17,182	94	.5	13,909	27	.2
TOTAL WAGE BOARD....	69,662	9,639	13.8	54,789	7,544	13.8
UP THRU $4,499	7,628	2,933	38.5	10,320	3,512	34.0
$4,500 THRU 6,499	37,020	5,798	15.7	34,833	3,884	11.2
$6,500 THRU 7,999	20,858	870	4.2	8,259	145	1.8
$8,000 AND OVER	4,156	38	.9	1,377	3	.2
TOTAL POSTAL FIELD SERVICE............	52,670	7,609	14.4	45,343	5,330	11.8
PFS-1 THRU 4 *	43,631	7,032	16.1	37,456	4,887	13.0
PFS-5 THRU 8	7,263	563	7.8	6,443	438	6.8
PFS-9 THRU 11	1,393	14	1.0	1,206	5	.4
PFS-12 THRU 20	383			238		
TOTAL OTHER PAY PLANS..............	1,857	179	9.6	3,196	731	22.9
UP THRU $4,499	595	150	25.2	2,106	708	33.6
$4,500 THRU 6,499	547	20	3.7	491	18	3.7
$6,500 THRU 7,999	154	2	1.3	141		
$8,000 AND OVER	561	7	1.2	458	5	1.1

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 2-5

DENVER CIVIL SERVICE REGION
ARIZONA,COLORADO,NEW MEXICO,UTAH,AND WYOMING

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	135,408	4,322	3.2	117,247	3,836	3.3
TOTAL GENERAL SCHEDULE OR SIMILAR	76,289	1,893	2.5	67,297	1,742	2.6
GS-1 THRU 4	22,479	911	4.1	21,347	939	4.4
GS-5 THRU 8	21,376	555	2.6	18,995	540	2.8
GS-9 THRU 11	19,777	344	1.7	16,618	203	1.2
GS-12 THRU 18	12,657	83	.7	10,337	60	.6
TOTAL WAGE BOARD....	39,899	1,651	4.1	32,965	1,293	3.9
UP THRU $4,499	1,761	234	13.3	3,596	373	10.4
$4,500 THRU 6,499	18,113	1,048	5.8	16,468	766	4.7
$6,500 THRU 7,999	16,757	354	2.1	11,088	149	1.3
$8,000 AND OVER	3,268	15	.5	1,813	5	.3
TOTAL POSTAL FIELD SERVICE...........	18,225	763	4.2	15,315	657	4.3
PFS-1 THRU 4 *	15,341	733	4.8	12,699	637	5.0
PFS-5 THRU 8	2,276	26	1.1	2,098	20	1.0
PFS-9 THRU 11	447	2	.4	374		
PFS-12 THRU 20	161	2	1.2	144		
TOTAL OTHER PAY PLANS..............	995	15	1.5	1,670	144	8.6
UP THRU $4,499	220	10	4.5	1,074	140	13.0
$4,500 THRU 6,499	184	2	1.1	172		
$6,500 THRU 7,999	49			64	1	1.6
$8,000 AND OVER	542	3	.6	360	3	.8

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 2-6

NEW YORK CIVIL SERVICE REGION
NEW JERSEY AND NEW YORK

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	239,986	43,235	18.0	227,932	34,452	15.1
TOTAL GENERAL SCHEDULE OR SIMILAR	86,756	11,194	12.9	86,448	10,213	11.8
GS-1 THRU 4	25,111	6,594	26.3	26,095	6,286	24.1
GS-5 THRU 8	21,392	2,974	13.9	21,284	2,515	11.8
GS-9 THRU 11	22,148	1,156	5.2	22,329	1,071	4.8
GS-12 THRU 18	18,105	470	2.6	16,740	341	2.0
TOTAL WAGE BOARD....	31,796	6,177	19.4	38,912	6,810	17.5
UP THRU $4,499	2,118	891	42.1	4,211	1,857	44.1
$4,500 THRU 6,499	14,626	4,021	27.5	17,484	3,758	21.5
$6,500 THRU 7,999	11,889	1,164	9.8	14,018	1,123	8.0
$8,000 AND OVER	3,163	101	3.2	3,199	72	2.3
TOTAL POSTAL FIELD SERVICE............	119,445	25,619	21.4	100,001	16,955	17.0
PFS-1 THRU 4 *	107,688	24,525	22.8	88,664	16,071	18.1
PFS-5 THRU 8	9,051	994	11.0	8,745	812	9.3
PFS-9 THRU 11	2,124	83	3.9	2,084	60	2.9
PFS-12 THRU 20	582	17	2.9	508	12	2.4
TOTAL OTHER PAY PLANS..............	1,989	245	12.3	2,571	474	18.4
UP THRU $4,499	658	128	19.5	1,367	358	26.2
$4,500 THRU 6,499	466	79	17.0	540	77	14.3
$6,500 THRU 7,999	149	11	7.4	133	14	10.5
$8,000 AND OVER	716	27	3.8	531	25	4.7

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 2-7

PHILADELPHIA CIVIL SERVICE REGION
DELAWARE, MARYLAND, PENNSYLVANIA, VIRGINIA,
AND WEST VIRGINIA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	288,739	59,129	20.5	258,451	46,595	18.0
TOTAL GENERAL SCHEDULE OR SIMILAR	138,278	20,482	14.8	123,713	14,856	12.0
GS-1 THRU 4	47,708	12,428	26.1	42,978	9,539	22.2
GS-5 THRU 8	36,986	5,533	15.0	32,226	3,511	10.9
GS-9 THRU 11	33,010	2,017	6.1	30,383	1,509	5.0
GS-12 THRU 18	20,574	504	2.4	18,126	297	1.6
TOTAL WAGE BOARD....	81,434	25,105	30.8	72,375	19,629	27.1
UP THRU $4,499	6,137	4,222	68.8	6,798	3,995	58.8
$4,500 THRU 6,499	34,872	14,435	41.4	35,504	12,586	35.4
$6,500 THRU 7,999	33,703	6,112	18.1	25,424	2,982	11.7
$8,000 AND OVER	6,722	336	5.0	4,649	66	1.4
TOTAL POSTAL FIELD SERVICE............	66,886	13,357	20.0	57,783	10,505	18.2
PFS-1 THRU 4 *	57,267	12,385	21.6	48,379	9,549	19.7
PFS-5 THRU 8	7,790	915	11.7	7,659	919	12.0
PFS-9 THRU 11	1,459	46	3.2	1,402	30	2.1
PFS-12 THRU 20	370	11	3.0	343	7	2.0
TOTAL OTHER PAY PLANS..............	2,141	185	8.6	4,580	1,605	35.0
UP THRU $4,499	571	127	22.2	3,100	1,555	50.2
$4,500 THRU 6,499	608	40	6.6	618	33	5.3
$6,500 THRU 7,999	151	9	6.0	175	8	4.6
$8,000 AND OVER	811	9	1.1	687	9	1.3

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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TABLE NUMBER 2-8

ST.LOUIS CIVIL SERVICE REGION
IOWA,KANSAS,MINNESOTA,MISSOURI,NEBRASKA, NORTH DAKOTA,AND SOUTH DAKOTA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	157,330	14,513	9.2	140,517	11,248	8.0
TOTAL GENERAL SCHEDULE OR SIMILAR	75,326	6,191	8.2	66,343	4,387	6.6
GS-1 THRU 4	23,617	3,677	15.6	20,211	2,746	13.6
GS-5 THRU 8	21,454	1,691	7.9	19,414	1,142	5.9
GS-9 THRU 11	19,526	698	3.6	17,628	439	2.5
GS-12 THRU 18	10,729	125	1.2	9,090	60	.7
TOTAL WAGE BOARD....	16,527	2,379	14.4	15,349	2,054	13.4
UP THRU $4,499	2,571	855	33.3	3,787	1,068	28.2
$4,500 THRU 6,499	7,192	1,192	16.6	7,146	855	12.0
$6,500 THRU 7,999	4,850	299	6.2	3,431	116	3.4
$8,000 AND OVER	1,914	33	1.7	985	15	1.5
TOTAL POSTAL FIELD SERVICE............	64,208	5,886	9.2	57,074	4,590	8.0
PFS-1 THRU 4 *	53,511	5,483	10.2	46,268	4,169	9.0
PFS-5 THRU 8	8,630	361	4.2	8,941	395	4.4
PFS-9 THRU 11	1,509	33	2.2	1,374	23	1.7
PFS-12 THRU 20	558	9	1.6	491	3	.6
TOTAL OTHER PAY PLANS..............	1,269	57	4.5	1,751	217	12.4
UP THRU $4,499	419	45	10.7	1,007	210	20.9
$4,500 THRU 6,499	393	6	1.5	375	2	.5
$6,500 THRU 7,999	71	1	1.4	80		
$8,000 AND OVER	386	5	1.3	289	5	1.7

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 2-9

SAN FRANCISCO CIVIL SERVICE REGION
CALIFORNIA AND NEVADA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	319,260	46,256	14.5	255,684	32,176	12.6
TOTAL GENERAL SCHEDULE OR SIMILAR	133,285	11,773	8.8	112,914	8,260	7.3
GS-1 THRU 4	39,650	7,086	17.9	34,193	5,470	16.0
GS-5 THRU 8	36,170	3,384	9.4	30,424	2,010	6.6
GS-9 THRU 11	33,865	994	2.9	28,841	622	2.2
GS-12 THRU 18	23,600	309	1.3	19,456	158	.8
TOTAL WAGE BOARD....	106,700	17,654	16.5	82,754	13,215	16.0
UP THRU $4,499	1,004	356	35.5	1,268	551	43.5
$4,500 THRU 6,499	27,174	6,542	24.1	29,102	8,020	27.6
$6,500 THRU 7,999	57,973	9,806	16.9	41,987	4,433	10.6
$8,000 AND OVER	20,549	950	4.6	10,397	211	2.0
TOTAL POSTAL FIELD SERVICE............	77,270	16,644	21.5	56,855	10,189	17.9
PFS-1 THRU 4 *	67,883	15,629	23.0	49,512	9,661	19.5
PFS-5 THRU 8	7,386	921	12.5	5,636	488	8.7
PFS-9 THRU 11	1,546	82	5.3	1,301	35	2.7
PFS-12 THRU 20	455	12	2.6	406	5	1.2
TOTAL OTHER PAY PLANS..............	2,005	185	9.2	3,161	512	16.2
UP THRU $4,499	565	119	21.1	1,842	460	25.0
$4,500 THRU 6,499	459	56	12.2	470	38	8.1
$6,500 THRU 7,999	139	5	3.6	116	6	5.2
$8,000 AND OVER	842	5	.6	733	8	1.1

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 2-10

SEATTLE CIVIL SERVICE REGION
ALASKA, IDAHO, MONTANA, OREGON AND WASHINGTON

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	108,542	3,705	3.4	90,263	2,236	2.5
TOTAL GENERAL SCHEDULE OR SIMILAR	53,321	1,044	2.0	46,046	620	1.3
GS-1 THRU 4	15,046	654	4.3	14,910	391	2.6
GS-5 THRU 8	14,983	244	1.6	12,971	158	1.2
GS-9 THRU 11	14,855	115	.8	11,819	56	.5
GS-12 THRU 18	8,437	31	.4	6,346	15	.2
TOTAL WAGE BOARD....	31,435	1,523	4.8	24,532	923	3.8
UP THRU $4,499	816	197	24.1	3,215	205	6.4
$4,500 THRU 6,499	8,826	652	7.4	8,742	541	6.2
$6,500 THRU 7,999	13,204	477	3.6	9,507	172	1.8
$8,000 AND OVER	8,589	197	2.3	3,068	5	.2
TOTAL POSTAL FIELD SERVICE...........	21,591	1,098	5.1	18,029	606	3.4
PFS-1 THRU 4 *	17,764	961	5.4	15,083	574	3.8
PFS-5 THRU 8	3,121	134	4.3	2,357	29	1.2
PFS-9 THRU 11	503			429	1	.2
PFS-12 THRU 20	203	3	1.5	160	2	1.3
TOTAL OTHER PAY PLANS.............	2,195	40	1.8	1,656	87	5.3
UP THRU $4,499	263	10	3.8	860	77	9.0
$4,500 THRU 6,499	401	10	2.5	386	2	.5
$6,500 THRU 7,999	475	11	2.3	153	5	3.3
$8,000 AND OVER	1,056	9	.9	257	3	1.2

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS
NOTE: 1965 INFORMATION DOES NOT INCLUDE ALASKA.

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TABLE NUMBER 3-1

ALABAMA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	55,138	5,626	10.2	59,325	6,392	10.8
TOTAL GENERAL SCHEDULE OR SIMILAR	31,346	1,910	6.1	32,212	1,761	5.5
GS-1 THRU 4	8,466	1,132	13.4	9,230	1,133	12.3
GS-5 THRU 8	7,505	491	6.5	7,456	395	5.3
GS-9 THRU 11	7,317	241	3.3	7,975	186	2.3
GS-12 THRU 18	8,058	46	.6	7,551	47	.6
TOTAL WAGE BOARD....	14,502	2,536	17.5	18,395	3,533	19.2
UP THRU $4,499	1,272	751	59.0	1,683	954	56.7
$4,500 THRU 6,499	6,305	1,635	25.9	9,589	2,431	25.4
$6,500 THRU 7,999	4,719	139	2.9	5,682	147	2.6
$8,000 AND OVER	2,206	11	.5	1,441	1	.1
TOTAL POSTAL FIELD SERVICE............	7,540	1,001	13.3	6,668	762	11.4
PFS-1 THRU 4 *	6,274	927	14.8	5,627	717	12.7
PFS-5 THRU 8	1,039	73	7.0	856	45	5.3
PFS-9 THRU 11	190	1	.5	166		
PFS-12 THRU 20	37			19		
TOTAL OTHER PAY PLANS.............	1,750	179	10.2	2,050	336	16.4
UP THRU $4,499	158	54	34.2	635	258	40.6
$4,500 THRU 6,499	491	101	20.6	490	65	13.3
$6,500 THRU 7,999	214	10	4.7	238	7	2.9
$8,000 AND OVER	887	14	1.6	687	6	.9

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-2

ALASKA

NEGRO EMPLOYMENT
NOVEMBER 1967*

Pay Category	1967		
	Total Employees	Negro	
		Number	%
Total All Pay Plans...	13,946	567	4.1
Total General Schedule or Similar...........	7,475	172	2.3
GS- 1 THRU 4	2,421	98	4.0
GS- 5 THRU 8	1,852	46	2.5
GS- 9 THRU 11	2,000	21	1.1
GS-12 THRU 18	1,202	7	.6
Total Wage Board......	4,617	338	7.3
Up THRU $4,499	8	4	50.0
$4,500 THRU 6,499	198	31	15.7
$6,500 THRU 7,999	660	129	19.5
$8,000 AND OVER	3,751	174	4.6
Total Postal Field Service..............	829	44	5.3
PFS- 1 THRU 4 1/	687	40	5.8
PFS- 5 THRU 8	121	4	3.3
PFS- 9 THRU 11	16	...	...
PFS-12 THRU 20	5	...	...
Total Other Pay Plans..	1,025	13	1.3
Up THRU $4,499	7	...	...
$4,500 THRU 6,499	7	...	...
$6,500 THRU 7,999	340	9	2.6
$8,000 AND OVER	671	4	.6

*** Alaska was not included in the 1965 survey.**
1/ Includes 4th class postmasters and rural carriers.

TABLE NUMBER 3-3

ARIZONA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	24,894	640	2.6	21,001	560	2.7
TOTAL GENERAL SCHEDULE OR SIMILAR	13,647	304	2.2	11,586	273	2.4
GS-1 THRU 4	4,548	101	2.2	4,056	112	2.8
GS-5 THRU 8	3,885	92	2.4	3,443	107	3.1
GS-9 THRU 11	3,348	101	3.0	2,765	51	1.8
GS-12 THRU 18	1,866	10	.5	1,322	3	.2
TOTAL WAGE BOARD....	6,587	220	3.3	5,811	181	3.1
UP THRU $4,499	344	24	7.0	465	55	11.8
$4,500 THRU 6,499	2,306	127	5.5	2,476	88	3.6
$6,500 THRU 7,999	3,006	62	2.1	2,319	38	1.6
$8,000 AND OVER	931	7	.8	551		
TOTAL POSTAL FIELD SERVICE...........	4,298	111	2.6	3,252	70	2.2
PFS-1 THRU 4 *	3,681	107	2.9	2,763	68	2.5
PFS-5 THRU 8	496	3	.6	403	2	.5
PFS-9 THRU 11	99	1	1.0	75		
PFS-12 THRU 20	22			11		
TOTAL OTHER PAY PLANS..............	362	5	1.4	352	36	10.2
UP THRU $4,499	49	2	4.1	183	35	19.1
$4,500 THRU 6,499	62	1	1.6	63		
$6,500 THRU 7,999	17			7		
$8,000 AND OVER	234	2	.9	99	1	1.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-4

ARKANSAS

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	14,789	1,490	10.1	13,492	1,124	8.3
TOTAL GENERAL SCHEDULE OR SIMILAR	7,141	391	5.5	6,812	314	4.6
GS-1 THRU 4	2,319	303	13.1	2,324	265	11.4
GS-5 THRU 8	2,136	61	2.9	2,004	41	2.0
GS-9 THRU 11	1,893	24	1.3	1,759	8	.5
GS-12 THRU 18	793	3	.4	725		
TOTAL WAGE BOARD....	2,783	871	31.3	2,419	602	24.9
UP THRU $4,499	673	371	55.1	878	409	46.6
$4,500 THRU 6,499	1,284	444	34.6	1,181	183	15.5
$6,500 THRU 7,999	689	56	8.1	316	10	3.2
$8,000 AND OVER	137			44		
TOTAL POSTAL FIELD SERVICE............	4,677	212	4.5	3,958	154	3.9
PFS-1 THRU 4 *	3,947	200	5.1	3,330	145	4.4
PFS-5 THRU 8	589	11	1.9	511	8	1.6
PFS-9 THRU 11	122	1	.8	109	1	.9
PFS-12 THRU 20	19			8		
TOTAL OTHER PAY PLANS..............	188	16	8.5	303	54	17.8
UP THRU $4,499	104	15	14.4	203	53	26.1
$4,500 THRU 6,499	45	1	2.2	77	1	1.3
$6,500 THRU 7,999	16			6		
$8,000 AND OVER	23			17		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-5

CALIFORNIA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	311,484	45,917	14.7	248,415	31,897	12.8
TOTAL GENERAL SCHEDULE OR SIMILAR	129,596	11,717	9.0	109,149	8,208	7.5
GS-1 THRU 4	38,679	7,053	18.2	33,084	5,434	16.4
GS-5 THRU 8	35,221	3,369	9.6	29,378	2,000	6.8
GS-9 THRU 11	32,816	988	3.0	27,872	617	2.2
GS-12 THRU 18	22,880	307	1.3	18,815	157	.8
TOTAL WAGE BOARD....	104,239	17,429	16.7	80,611	13,047	16.2
UP THRU $4,499	962	344	35.8	1,229	549	44.7
$4,500 THRU 6,499	26,453	6,447	24.4	28,173	7,888	28.0
$6,500 THRU 7,999	56,858	9,702	17.1	41,107	4,400	10.7
$8,000 AND OVER	19,966	936	4.7	10,102	210	2.1
TOTAL POSTAL FIELD SERVICE............	75,766	16,586	21.9	55,631	10,141	18.2
PFS-1 THRU 4 *	66,605	15,576	23.4	48,489	9,616	19.8
PFS-5 THRU 8	7,201	916	12.7	5,464	485	8.9
PFS-9 THRU 11	1,512	82	5.4	1,277	35	2.7
PFS-12 THRU 20	448	12	2.7	401	5	1.2
TOTAL OTHER PAY PLANS..............	1,883	185	9.8	3,024	501	16.6
UP THRU $4,499	558	119	21.3	1,787	451	25.2
$4,500 THRU 6,499	449	56	12.5	446	38	8.5
$6,500 THRU 7,999	130	5	3.8	105	6	5.7
$8,000 AND OVER	746	5	.7	686	6	.9

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-6

COLORADO

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	40,977	2,731	6.7	36,844	2,371	6.4
TOTAL GENERAL SCHEDULE OR SIMILAR	23,357	1,132	4.8	21,455	1,013	4.7
GS-1 THRU 4	6,732	638	9.5	6,602	622	9.4
GS-5 THRU 8	6,531	339	5.2	5,921	286	4.8
GS-9 THRU 11	5,386	123	2.3	4,991	78	1.6
GS-12 THRU 18	4,708	32	.7	3,941	27	.7
TOTAL WAGE BOARD....	10,028	1,002	10.0	8,680	784	9.0
UP THRU $4,499	674	169	25.1	1,327	248	18.7
$4,500 THRU 6,499	5,623	703	12.5	5,137	478	9.3
$6,500 THRU 7,999	3,080	126	4.1	1,907	55	2.9
$8,000 AND OVER	651	4	.6	309	3	1.0
TOTAL POSTAL FIELD SERVICE............	7,388	591	8.0	6,237	531	8.5
PFS-1 THRU 4 *	6,176	567	9.2	5,183	514	9.9
PFS-5 THRU 8	916	21	2.3	782	17	2.2
PFS-9 THRU 11	187	1	.5	160		
PFS-12 THRU 20	109	2	1.8	112		
TOTAL OTHER PAY PLANS..............	204	6	2.9	472	43	9.1
UP THRU $4,499	70	5	7.1	354	42	11.9
$4,500 THRU 6,499	41			36		
$6,500 THRU 7,999	11			22		
$8,000 AND OVER	82	1	1.2	60	1	1.7

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-7

CONNECTICUT

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	17,878	1,340	7.5	15,126	1,088	7.2
TOTAL GENERAL SCHEDULE OR SIMILAR	6,078	343	5.6	4,999	282	5.6
GS-1 THRU 4	1,466	238	16.2	1,398	209	14.9
GS-5 THRU 8	1,383	79	5.7	1,240	51	4.1
GS-9 THRU 11	2,047	22	1.1	1,501	20	1.3
GS-12 THRU 18	1,182	4	.3	860	2	.2
TOTAL WAGE BOARD....	1,410	227	16.1	1,459	224	15.4
UP THRU $4,499	85	68	80.0	220	156	70.9
$4,500 THRU 6,499	644	147	22.8	603	63	10.4
$6,500 THRU 7,999	504	11	2.2	526	5	1.0
$8,000 AND OVER	177	1	.6	110		
TOTAL POSTAL FIELD SERVICE............	10,194	763	7.5	8,499	574	6.8
PFS-1 THRU 4 *	9,084	725	8.0	7,493	550	7.3
PFS-5 THRU 8	848	38	4.5	757	22	2.9
PFS-9 THRU 11	216			209	1	.5
PFS-12 THRU 20	46			40	1	2.5
TOTAL OTHER PAY PLANS.............	196	7	3.6	169	8	4.7
UP THRU $4,499	52	5	9.6	68	7	10.3
$4,500 THRU 6,499	50			38	1	2.6
$6,500 THRU 7,999	14			16		
$8,000 AND OVER	80	2	2.5	47		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-8

DELAWARE

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	4,057	579	14.3	3,418	413	12.1
TOTAL GENERAL SCHEDULE OR SIMILAR	1,416	157	11.1	1,269	130	10.2
GS-1 THRU 4	474	97	20.5	404	86	21.3
GS-5 THRU 8	438	39	8.9	422	25	5.9
GS-9 THRU 11	337	16	4.7	304	18	5.9
GS-12 THRU 18	167	5	3.0	139	1	.7
TOTAL WAGE BOARD....	1,037	255	24.6	899	170	18.9
UP THRU $4,499	27	17	63.0	69	41	59.4
$4,500 THRU 6,499	381	187	49.1	382	94	24.6
$6,500 THRU 7,999	539	44	8.2	385	33	8.6
$8,000 AND OVER	90	7	7.8	63	2	3.2
TOTAL POSTAL FIELD SERVICE...........	1,574	167	10.6	1,192	94	7.9
PFS-1 THRU 4 *	1,355	154	11.4	1,018	86	8.4
PFS-5 THRU 8	178	13	7.3	143	8	5.6
PFS-9 THRU 11	32			26		
PFS-12 THRU 20	9			5		
TOTAL OTHER PAY PLANS..............	30			58	19	32.8
UP THRU $4,499	13			44	19	43.2
$4,500 THRU 6,499	7			10		
$6,500 THRU 7,999	5			1		
$8,000 AND OVER	5			3		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-9

DISTRICT OF COLUMBIA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	187,669	57,314	30.5	181,346	48,424	26.7
TOTAL GENERAL SCHEDULE OR SIMILAR	143,902	32,450	22.6	142,609	27,916	19.6
GS-1 THRU 4	30,380	16,597	54.6	33,856	15,559	46.0
GS-5 THRU 8	42,677	12,358	29.0	43,065	9,921	23.0
GS-9 THRU 11	21,400	2,165	10.1	21,839	1,639	7.5
GS-12 THRU 18	49,445	1,330	2.7	43,849	797	1.8
TOTAL WAGE BOARD....	23,679	14,537	61.4	23,632	13,964	59.1
UP THRU $4,499	3,394	3,255	95.9	4,977	4,539	91.2
$4,500 THRU 6,499	8,617	7,554	87.7	9,830	7,607	77.4
$6,500 THRU 7,999	5,612	3,079	54.9	4,687	1,445	30.8
$8,000 AND OVER	6,056	649	10.7	4,138	373	9.0
TOTAL POSTAL FIELD SERVICE............	12,303	9,696	78.8	8,452	5,577	66.0
PFS-1 THRU 4 *	10,545	8,876	84.2	6,194	4,777	77.1
PFS-5 THRU 8	1,472	789	53.6	1,961	789	40.2
PFS-9 THRU 11	141	23	16.3	133	8	6.0
PFS-12 THRU 20	145	8	5.5	164	3	1.8
TOTAL OTHER PAY PLANS..............	7,785	631	8.1	6,653	967	14.5
UP THRU $4,499	476	99	20.8	1,267	724	57.1
$4,500 THRU 6,499	585	186	31.8	432	84	19.4
$6,500 THRU 7,999	857	138	16.1	690	40	5.8
$8,000 AND OVER	5,867	208	3.5	4,264	119	2.8

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-10

FLORIDA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	64,749	5,247	8.1	54,126	4,087	7.6
TOTAL GENERAL SCHEDULE OR SIMILAR	29,378	694	2.4	23,707	420	1.8
GS-1 THRU 4	8,145	478	5.9	6,637	317	4.8
GS-5 THRU 8	7,423	140	1.9	6,312	74	1.2
GS-9 THRU 11	7,433	71	1.0	6,016	26	.4
GS-12 THRU 18	6,377	5	.1	4,742	3	.1
TOTAL WAGE BOARD....	16,993	2,911	17.1	14,982	2,423	16.2
UP THRU $4,499	1,305	716	54.9	1,349	817	60.6
$4,500 THRU 6,499	6,256	1,671	26.7	5,383	1,330	24.7
$6,500 THRU 7,999	7,281	502	6.9	6,743	272	4.0
$8,000 AND OVER	2,151	22	1.0	1,507	4	.3
TOTAL POSTAL FIELD SERVICE............	17,653	1,534	8.7	14,757	1,082	7.3
PFS-1 THRU 4 *	15,062	1,444	9.6	12,525	1,010	8.1
PFS-5 THRU 8	2,100	86	4.1	1,820	70	3.8
PFS-9 THRU 11	397	4	1.0	354	2	.6
PFS-12 THRU 20	94			58		
TOTAL OTHER PAY PLANS..............	725	108	14.9	680	162	23.8
UP THRU $4,499	277	88	31.8	378	156	41.3
$4,500 THRU 6,499	216	16	7.4	106	4	3.8
$6,500 THRU 7,999	58	2	3.4	74	1	1.4
$8,000 AND OVER	174	2	1.1	122	1	.8

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-11

GEORGIA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	74,616	12,879	17.3	60,610	8,589	14.2
TOTAL GENERAL SCHEDULE OR SIMILAR	39,228	2,321	5.9	30,561	1,104	3.6
GS-1 THRU 4	13,780	1,683	12.2	10,083	821	8.1
GS-5 THRU 8	11,650	470	4.0	9,190	219	2.4
GS-9 THRU 11	8,373	111	1.3	6,994	49	.7
GS-12 THRU 18	5,425	57	1.1	4,294	15	.3
TOTAL WAGE BOARD....	21,744	7,142	32.8	18,723	5,494	29.3
UP THRU $4,499	4,176	2,834	67.9	5,207	3,142	60.3
$4,500 THRU 6,499	10,616	3,944	37.2	10,491	2,308	22.0
$6,500 THRU 7,999	5,892	358	6.1	2,566	44	1.7
$8,000 AND OVER	1,060	6	.6	459		
TOTAL POSTAL FIELD SERVICE............	12,960	3,349	25.8	10,426	1,821	17.5
PFS-1 THRU 4 *	10,628	3,150	29.6	8,319	1,645	19.8
PFS-5 THRU 8	1,757	184	10.5	1,572	171	10.9
PFS-9 THRU 11	394	15	3.8	328	4	1.2
PFS-12 THRU 20	181			207	1	.5
TOTAL OTHER PAY PLANS..............	684	67	9.8	900	170	18.9
UP THRU $4,499	123	42	34.1	480	164	34.2
$4,500 THRU 6,499	217	22	10.1	124	4	3.2
$6,500 THRU 7,999	30	2	6.7	25		
$8,000 AND OVER	314	1	.3	271	2	.7

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-12

IDAHO

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	7,273	38	.5	9,076	48	.5
TOTAL GENERAL SCHEDULE OR SIMILAR	4,231	25	.6	5,297	20	.4
GS-1 THRU 4	884	12	1.4	1,973	10	.5
GS-5 THRU 8	1,305	9	.7	1,429	9	.6
GS-9 THRU 11	1,369	3	.2	1,273	1	.1
GS-12 THRU 18	673	1	.1	622		
TOTAL WAGE BOARD....	1,032	11	1.1	1,891	15	.8
UP THRU $4,499	80	1	1.3	895	12	1.3
$4,500 THRU 6,499	571	10	1.8	812	3	.4
$6,500 THRU 7,999	270			150		
$8,000 AND OVER	111			34		
TOTAL POSTAL FIELD SERVICE............	1,915	2	.1	1,653	2	.1
PFS-1 THRU 4 *	1,578	2	.1	1,329	2	.2
PFS-5 THRU 8	280			272		
PFS-9 THRU 11	50			48		
PFS-12 THRU 20	7			4		
TOTAL OTHER PAY PLANS..............	95			235	11	4.7
UP THRU $4,499	30			173	11	6.4
$4,500 THRU 6,499	42			51		
$6,500 THRU 7,999	6			3		
$8,000 AND OVER	17			8		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-13

ILLINOIS

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	108,717	32,825	30.2	98,336	25,998	26.4
TOTAL GENERAL SCHEDULE OR SIMILAR	46,370	8,066	17.4	41,606	6,669	16.0
GS-1 THRU 4	15,549	5,122	32.9	14,228	4,437	31.2
GS-5 THRU 8	12,145	2,024	16.7	10,967	1,513	13.8
GS-9 THRU 11	10,452	668	6.4	9,642	580	6.0
GS-12 THRU 18	8,224	252	3.1	6,769	139	2.1
TOTAL WAGE BOARD....	14,307	3,547	24.8	13,512	3,313	24.5
UP THRU $4,499	425	224	52.7	1,384	894	64.6
$4,500 THRU 6,499	6,077	2,344	38.6	5,482	1,919	35.0
$6,500 THRU 7,999	5,375	810	15.1	5,355	433	8.1
$8,000 AND OVER	2,430	169	7.0	1,291	67	5.2
TOTAL POSTAL FIELD SERVICE............	47,364	21,068	44.5	41,979	15,691	37.4
PFS-1 THRU 4 *	42,049	19,895	47.3	36,063	14,741	40.9
PFS-5 THRU 8	4,241	1,080	25.5	4,841	912	18.8
PFS-9 THRU 11	801	68	8.5	780	29	3.7
PFS-12 THRU 20	273	25	9.2	295	9	3.1
TOTAL OTHER PAY PLANS..............	676	144	21.3	1,239	325	26.2
UP THRU $4,499	271	102	37.6	783	294	37.5
$4,500 THRU 6,499	212	36	17.0	250	21	8.4
$6,500 THRU 7,999	48	2	4.2	60	5	8.3
$8,000 AND OVER	145	4	2.8	146	5	3.4

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-14

INDIANA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	39,836	5,803	14.6	33,236	4,883	14.7
TOTAL GENERAL SCHEDULE OR SIMILAR	16,694	2,720	16.3	14,214	2,205	15.5
GS-1 THRU 4	7,474	1,906	25.5	6,149	1,665	27.1
GS-5 THRU 8	4,181	673	16.1	3,494	447	12.8
GS-9 THRU 11	3,321	121	3.6	3,097	82	2.6
GS-12 THRU 18	1,718	20	1.2	1,474	11	.7
TOTAL WAGE BOARD....	8,150	796	9.8	5,799	689	11.9
UP THRU $4,499	396	228	57.6	586	276	47.1
$4,500 THRU 6,499	3,881	395	10.2	2,789	345	12.4
$6,500 THRU 7,999	2,528	151	6.0	1,995	67	3.4
$8,000 AND OVER	1,345	22	1.6	429	1	.2
TOTAL POSTAL FIELD SERVICE............	14,690	2,268	15.4	12,871	1,937	15.0
PFS-1 THRU 4 *	12,805	2,156	16.8	10,646	1,747	16.4
PFS-5 THRU 8	1,486	104	7.0	1,880	183	9.7
PFS-9 THRU 11	328	6	1.8	304	6	2.0
PFS-12 THRU 20	71	2	2.8	41	1	2.4
TOTAL OTHER PAY PLANS..............	302	19	6.3	352	52	14.8
UP THRU $4,499	160	15	9.4	240	52	21.7
$4,500 THRU 6,499	86	4	4.7	63		
$6,500 THRU 7,999	12			19		
$8,000 AND OVER	44			30		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-15

IOWA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	16,321	378	2.3	15,066	358	2.4
TOTAL GENERAL SCHEDULE OR SIMILAR	5,511	120	2.2	5,243	101	1.9
GS-1 THRU 4	1,603	70	4.4	1,526	61	4.0
GS-5 THRU 8	1,663	25	1.5	1,667	27	1.6
GS-9 THRU 11	1,508	13	.9	1,374	8	.6
GS-12 THRU 18	737	12	1.6	676	5	.7
TOTAL WAGE BOARD....	1,154	62	5.4	1,107	82	7.4
UP THRU $4,499	292	19	6.5	433	58	13.4
$4,500 THRU 6,499	480	36	7.5	418	19	4.5
$6,500 THRU 7,999	310	6	1.9	229	5	2.2
$8,000 AND OVER	72	1	1.4	27		
TOTAL POSTAL FIELD SERVICE............	9,498	195	2.1	8,493	164	1.9
PFS-1 THRU 4 *	7,867	175	2.2	7,048	148	2.1
PFS-5 THRU 8	1,358	18	1.3	1,219	15	1.2
PFS-9 THRU 11	236	2	.8	204	1	.5
PFS-12 THRU 20	37			22		
TOTAL OTHER PAY PLANS..............	158	1	.6	223	11	4.9
UP THRU $4,499	65			124	11	8.9
$4,500 THRU 6,499	64	1	1.6	66		
$6,500 THRU 7,999	8			14		
$8,000 AND OVER	21			19		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-16

KANSAS

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	20,536	1,445	7.0	18,832	1,313	7.0
TOTAL GENERAL SCHEDULE OR SIMILAR	9,171	590	6.4	8,256	504	6.1
GS-1 THRU 4	3,396	415	12.2	2,720	384	14.1
GS-5 THRU 8	2,655	122	4.6	2,559	80	3.1
GS-9 THRU 11	2,138	48	2.2	1,964	31	1.6
GS-12 THRU 18	982	5	.5	1,013	9	.9
TOTAL WAGE BOARD....	3,222	493	15.3	3,057	457	14.9
UP THRU $4,499	582	211	36.3	942	313	33.2
$4,500 THRU 6,499	1,485	244	16.4	1,457	127	8.7
$6,500 THRU 7,999	873	33	3.8	544	15	2.8
$8,000 AND OVER	282	5	1.8	114	2	1.8
TOTAL POSTAL FIELD SERVICE............	7,954	360	4.5	7,247	323	4.5
PFS-1 THRU 4 *	6,520	323	5.0	5,818	292	5.0
PFS-5 THRU 8	1,099	32	2.9	1,090	30	2.8
PFS-9 THRU 11	224	4	1.8	208	1	.5
PFS-12 THRU 20	111	1	.9	131		
TOTAL OTHER PAY PLANS.............	189	2	1.1	272	29	10.7
UP THRU $4,499	78			177	27	15.3
$4,500 THRU 6,499	40	1	2.5	33		
$6,500 THRU 7,999	7			11		
$8,000 AND OVER	64	1	1.6	51	2	3.9

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-17

KENTUCKY

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	34,993	3,384	9.7	27,098	2,496	9.2
TOTAL GENERAL SCHEDULE OR SIMILAR	14,075	1,189	8.4	10,394	540	5.2
GS-1 THRU 4	5,807	833	14.3	3,647	374	10.3
GS-5 THRU 8	3,905	267	6.8	3,012	121	4.0
GS-9 THRU 11	3,006	84	2.8	2,607	41	1.6
GS-12 THRU 18	1,357	5	.4	1,128	4	.4
TOTAL WAGE BOARD....	12,069	1,396	11.6	8,490	1,167	13.7
UP THRU $4,499	697	268	38.5	1,124	438	39.0
$4,500 THRU 6,499	5,485	925	16.9	4,035	645	16.0
$6,500 THRU 7,999	3,682	188	5.1	2,697	80	3.0
$8,000 AND OVER	2,205	15	.7	634	4	.6
TOTAL POSTAL FIELD SERVICE............	8,117	764	9.4	7,415	705	9.5
PFS-1 THRU 4 *	6,929	709	10.2	6,385	675	10.6
PFS-5 THRU 8	988	51	5.2	846	29	3.4
PFS-9 THRU 11	169	4	2.4	167	1	.6
PFS-12 THRU 20	31			17		
TOTAL OTHER PAY PLANS..............	732	35	4.8	799	84	10.5
UP THRU $4,499	135	12	8.9	291	59	20.3
$4,500 THRU 6,499	192	20	10.4	271	24	8.9
$6,500 THRU 7,999	90	2	2.2	58		
$8,000 AND OVER	315	1	.3	179	1	.6

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-18

LOUISIANA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	29,319	5,460	18.6	21,860	3,652	16.7
TOTAL GENERAL SCHEDULE OR SIMILAR	14,776	1,198	8.1	10,952	708	6.5
GS-1 THRU 4	5,207	879	16.9	3,678	551	15.0
GS-5 THRU 8	3,967	230	5.8	3,018	132	4.4
GS-9 THRU 11	3,215	73	2.3	2,729	23	.8
GS-12 THRU 18	2,387	16	.7	1,527	2	.1
TOTAL WAGE BOARD....	5,602	1,595	28.5	4,150	1,168	28.1
UP THRU $4,499	1,332	832	62.5	1,409	775	55.0
$4,500 THRU 6,499	2,231	657	29.4	1,889	362	19.2
$6,500 THRU 7,999	1,623	103	6.3	633	30	4.7
$8,000 AND OVER	416	3	.7	219	1	.5
TOTAL POSTAL FIELD SERVICE............	8,426	2,587	30.7	6,256	1,655	26.5
PFS-1 THRU 4 *	7,064	2,388	33.8	5,204	1,490	28.6
PFS-5 THRU 8	1,124	195	17.3	866	164	18.9
PFS-9 THRU 11	197	4	2.0	169	1	.6
PFS-12 THRU 20	41			17		
TOTAL OTHER PAY PLANS..............	515	80	15.5	502	121	24.1
UP THRU $4,499	134	64	47.8	197	106	53.8
$4,500 THRU 6,499	129	13	10.1	124	14	11.3
$6,500 THRU 7,999	39	2	5.1	22		
$8,000 AND OVER	213	1	.5	159	1	.6

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-19

MAINE

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	8,040	40	.5	7,148	17	.2
TOTAL GENERAL SCHEDULE OR SIMILAR	2,770	21	.8	2,540	9	.4
GS-1 THRU 4	970	11	1.1	903	7	.8
GS-5 THRU 8	719	7	1.0	711	2	.3
GS-9 THRU 11	794			674		
GS-12 THRU 18	287	3	1.0	252		
TOTAL WAGE BOARD....	1,329	15	1.1	1,180	5	.4
UP THRU $4,499	194	3	1.5	273	3	1.1
$4,500 THRU 6,499	847	12	1.4	794	2	.3
$6,500 THRU 7,999	241			91		
$8,000 AND OVER	47			22		
TOTAL POSTAL FIELD SERVICE............	3,860	4	.1	3,346	3	.1
PFS-1 THRU 4 *	3,149	4	.1	2,697	2	.1
PFS-5 THRU 8	614			548	1	.2
PFS-9 THRU 11	89			96		
PFS-12 THRU 20	8			5		
TOTAL OTHER PAY PLANS..............	81			82		
UP THRU $4,499	45			48		
$4,500 THRU 6,499	26			22		
$6,500 THRU 7,999	2			4		
$8,000 AND OVER	8			8		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-20

MARYLAND

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	114,602	23,684	20.7	91,073	17,860	19.6
TOTAL GENERAL SCHEDULE OR SIMILAR	78,011	11,245	14.4	59,774	7,932	13.3
GS-1 THRU 4	21,108	5,992	28.4	17,265	4,453	25.8
GS-5 THRU 8	22,581	3,551	15.7	16,968	2,343	13.8
GS-9 THRU 11	15,375	1,213	7.9	11,994	844	7.0
GS-12 THRU 18	18,947	489	2.6	13,547	292	2.2
TOTAL WAGE BOARD....	22,775	9,424	41.4	20,036	7,752	38.7
UP THRU $4,499	1,305	1,040	79.7	2,462	1,692	68.7
$4,500 THRU 6,499	9,246	5,760	62.3	9,008	5,126	56.9
$6,500 THRU 7,999	9,105	2,348	25.8	7,276	905	12.4
$8,000 AND OVER	3,119	276	8.8	1,290	29	2.2
TOTAL POSTAL FIELD SERVICE............	10,786	2,930	27.2	8,693	1,959	22.5
PFS-1 THRU 4 *	9,366	2,764	29.5	7,428	1,808	24.3
PFS-5 THRU 8	1,192	159	13.3	1,066	142	13.3
PFS-9 THRU 11	187	4	2.1	179	7	3.9
PFS-12 THRU 20	41	3	7.3	20	2	10.0
TOTAL OTHER PAY PLANS..............	3,030	85	2.8	2,570	217	8.4
UP THRU $4,499	126	42	33.3	507	193	38.1
$4,500 THRU 6,499	156	11	7.1	167	7	4.2
$6,500 THRU 7,999	160	3	1.9	92	4	4.3
$8,000 AND OVER	2,588	29	1.1	1,804	13	.7

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-21

MASSACHUSETTS

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	62,782	2,615	4.2	58,783	2,345	4.0
TOTAL GENERAL SCHEDULE OR SIMILAR	23,451	866	3.7	23,206	774	3.3
GS-1 THRU 4	7,501	483	6.4	7,630	466	6.1
GS-5 THRU 8	5,778	207	3.6	5,738	172	3.0
GS-9 THRU 11	5,470	128	2.3	5,308	94	1.8
GS-12 THRU 18	4,702	48	1.0	4,530	42	.9
TOTAL WAGE BOARD....	11,370	714	6.3	11,243	597	5.3
UP THRU $4,499	360	60	16.7	1,092	219	20.1
$4,500 THRU 6,499	4,076	399	9.8	4,282	257	6.0
$6,500 THRU 7,999	5,698	244	4.3	5,132	118	2.3
$8,000 AND OVER	1,236	11	.9	737	3	.4
TOTAL POSTAL FIELD SERVICE............	27,390	1,021	3.7	23,542	913	3.9
PFS-1 THRU 4 *	23,710	937	4.0	20,224	782	3.9
PFS-5 THRU 8	2,929	78	2.7	2,670	126	4.7
PFS-9 THRU 11	540	5	.9	458	4	.9
PFS-12 THRU 20	211	1	.5	190	1	.5
TOTAL OTHER PAY PLANS..............	571	14	2.5	792	61	7.7
UP THRU $4,499	118	3	2.5	400	55	13.8
$4,500 THRU 6,499	194	7	3.6	157	2	1.3
$6,500 THRU 7,999	32	1	3.1	27	1	3.7
$8,000 AND OVER	227	3	1.3	208	3	1.4

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-22

MICHIGAN

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	49,725	11,424	23.0	44,414	9,614	21.6
TOTAL GENERAL SCHEDULE OR SIMILAR	20,344	4,198	20.6	18,707	3,688	19.7
GS-1 THRU 4	6,206	2,334	37.6	6,008	2,276	37.9
GS-5 THRU 8	4,805	1,156	24.1	4,311	902	20.9
GS-9 THRU 11	5,586	553	9.9	5,194	412	7.9
GS-12 THRU 18	3,747	155	4.1	3,194	98	3.1
TOTAL WAGE BOARD....	4,201	1,231	29.3	4,132	1,359	32.9
UP THRU $4,499	96	49	51.0	549	289	52.6
$4,500 THRU 6,499	2,073	764	36.9	1,783	680	38.1
$6,500 THRU 7,999	1,130	288	25.5	1,191	316	26.5
$8,000 AND OVER	902	130	14.4	609	74	12.2
TOTAL POSTAL FIELD SERVICE............	24,678	5,939	24.1	20,898	4,450	21.3
PFS-1 THRU 4 *	20,119	5,261	26.1	17,828	3,919	22.0
PFS-5 THRU 8	3,990	640	16.0	2,509	506	20.2
PFS-9 THRU 11	501	31	6.2	496	19	3.8
PFS-12 THRU 20	68	7	10.3	65	6	9.2
TOTAL OTHER PAY PLANS...............	502	56	11.2	677	117	17.3
UP THRU $4,499	234	35	15.0	412	102	24.8
$4,500 THRU 6,499	146	15	10.3	156	11	7.1
$6,500 THRU 7,999	31	2	6.5	30	1	3.3
$8,000 AND OVER	91	4	4.4	79	3	3.8

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-23

MINNESOTA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	27,508	670	2.4	24,663	619	2.5
TOTAL GENERAL SCHEDULE OR SIMILAR	10,439	209	2.0	9,663	207	2.1
GS-1 THRU 4	2,920	105	3.6	2,950	119	4.0
GS-5 THRU 8	2,996	63	2.1	2,767	58	2.1
GS-9 THRU 11	2,738	28	1.0	2,461	22	.9
GS-12 THRU 18	1,785	13	.7	1,485	8	.5
TOTAL WAGE BOARD....	1,847	73	4.0	1,854	83	4.5
UP THRU $4,499	148	14	9.5	354	43	12.1
$4,500 THRU 6,499	875	52	5.9	827	32	3.9
$6,500 THRU 7,999	653	6	.9	577	8	1.4
$8,000 AND OVER	171	1	.6	96		
TOTAL POSTAL FIELD SERVICE............	14,967	387	2.6	12,839	304	2.4
PFS-1 THRU 4 *	12,278	309	2.5	10,220	232	2.3
PFS-5 THRU 8	2,170	68	3.1	2,146	64	3.0
PFS-9 THRU 11	367	9	2.5	334	6	1.8
PFS-12 THRU 20	152	1	.7	139	2	1.4
TOTAL OTHER PAY PLANS..............	255	1	.4	307	25	8.1
UP THRU $4,499	75	1	1.3	153	25	16.3
$4,500 THRU 6,499	93			86		
$6,500 THRU 7,999	26			24		
$8,000 AND OVER	61			44		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-24

MISSISSIPPI

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	18,056	2,222	12.3	15,803	1,458	9.2
TOTAL GENERAL SCHEDULE OR SIMILAR	9,291	316	3.4	8,474	222	2.6
GS-1 THRU 4	2,953	205	6.9	2,656	143	5.4
GS-5 THRU 8	2,581	54	2.1	2,531	51	2.0
GS-9 THRU 11	2,506	56	2.2	2,196	26	1.2
GS-12 THRU 18	1,251	1	.1	1,091	2	.2
TOTAL WAGE BOARD....	4,144	1,645	39.7	3,112	992	31.9
UP THRU $4,499	1,208	969	80.2	1,089	712	65.4
$4,500 THRU 6,499	1,575	610	38.7	1,484	273	18.4
$6,500 THRU 7,999	1,156	65	5.6	452	6	1.3
$8,000 AND OVER	205	1	.5	87	1	1.1
TOTAL POSTAL FIELD SERVICE............	4,357	245	5.6	3,815	142	3.7
PFS-1 THRU 4 *	3,612	232	6.4	3,162	132	4.2
PFS-5 THRU 8	598	13	2.2	536	10	1.9
PFS-9 THRU 11	133			113		
PFS-12 THRU 20	14			4		
TOTAL OTHER PAY PLANS..............	264	16	6.1	402	102	25.4
UP THRU $4,499	87	13	14.9	258	102	39.5
$4,500 THRU 6,499	94	3	3.2	75		
$6,500 THRU 7,999	14			13		
$8,000 AND OVER	69			56		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-25

MISSOURI

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	63,719	11,225	17.6	52,851	8,300	15.7
TOTAL GENERAL SCHEDULE OR SIMILAR	36,431	4,942	13.6	28,998	3,323	11.5
GS-1 THRU 4	11,822	2,910	24.6	8,904	2,037	22.9
GS-5 THRU 8	10,120	1,384	13.7	8,249	914	11.1
GS-9 THRU 11	9,311	564	6.1	7,882	338	4.3
GS-12 THRU 18	5,178	84	1.6	3,963	34	.9
TOTAL WAGE BOARD....	6,224	1,509	24.2	4,973	1,249	25.1
UP THRU $4,499	870	528	60.7	1,039	537	51.7
$4,500 THRU 6,499	2,526	719	28.5	2,108	615	29.2
$6,500 THRU 7,999	1,826	237	13.0	1,218	84	6.9
$8,000 AND OVER	1,002	25	2.5	608	13	2.1
TOTAL POSTAL FIELD SERVICE............	20,703	4,724	22.8	18,291	3,589	19.6
PFS-1 THRU 4 *	17,726	4,484	25.3	14,918	3,300	22.1
PFS-5 THRU 8	2,290	215	9.4	2,760	273	9.9
PFS-9 THRU 11	468	18	3.8	434	15	3.5
PFS-12 THRU 20	219	7	3.2	179	1	.6
TOTAL OTHER PAY PLANS..............	361	50	13.9	589	139	23.6
UP THRU $4,499	133	42	31.6	366	136	37.2
$4,500 THRU 6,499	116	3	2.6	125		
$6,500 THRU 7,999	19	1	5.3	14		
$8,000 AND OVER	93	4	4.3	84	3	3.6

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-26

MONTANA

NEGRO EMPLOYMENT
- NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	9,828	46	.5	10,990	41	.4
TOTAL GENERAL SCHEDULE OR SIMILAR	5,724	25	.4	6,497	19	.3
GS-1 THRU 4	1,385	11	.8	2,125	10	.5
GS-5 THRU 8	1,561	9	.6	1,697	4	.2
GS-9 THRU 11	1,907	4	.2	1,818	4	.2
GS-12 THRU 18	871	1	.1	857	1	.1
TOTAL WAGE BOARD....	1,714	16	.9	2,309	11	.5
UP THRU $4,499	60			497	6	1.2
$4,500 THRU 6,499	898	13	1.4	1,403	4	.3
$6,500 THRU 7,999	513	3	.6	314	1	.3
$8,000 AND OVER	243			95		
TOTAL POSTAL FIELD SERVICE............	2,235	5	.2	1,949	4	.2
PFS-1 THRU 4 *	1,837	5	.3	1,586	4	.3
PFS-5 THRU 8	344			315		
PFS-9 THRU 11	48			41		
PFS-12 THRU 20	6			7		
TOTAL OTHER PAY PLANS..............	155			235	7	3.0
UP THRU $4,499	37			133	7	5.3
$4,500 THRU 6,499	40			29		
$6,500 THRU 7,999	7			9		
$8,000 AND OVER	71			64		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-27

NEBRASKA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	14,051	694	4.9	14,297	582	4.1
TOTAL GENERAL SCHEDULE OR SIMILAR	6,389	255	4.0	6,737	192	2.8
GS-1 THRU 4	1,580	149	9.4	1,776	128	7.2
GS-5 THRU 8	1,923	73	3.8	2,047	43	2.1
GS-9 THRU 11	1,674	24	1.4	1,742	17	1.0
GS-12 THRU 18	1,212	9	.7	1,172	4	.3
TOTAL WAGE BOARD....	1,461	221	15.1	1,923	174	9.0
UP THRU $4,499	229	81	35.4	414	113	27.3
$4,500 THRU 6,499	656	123	18.8	1,143	60	5.2
$6,500 THRU 7,999	477	16	3.4	326	1	.3
$8,000 AND OVER	99	1	1.0	40		
TOTAL POSTAL FIELD SERVICE............	6,095	215	3.5	5,512	208	3.8
PFS-1 THRU 4 *	5,011	187	3.7	4,409	195	4.4
PFS-5 THRU 8	938	28	3.0	972	13	1.3
PFS-9 THRU 11	124			119		
PFS-12 THRU 20	22			12		
TOTAL OTHER PAY PLANS..............	106	3	2.8	125	8	6.4
UP THRU $4,499	23	2	8.7	68	7	10.3
$4,500 THRU 6,499	41	1	2.4	25	1	4.0
$6,500 THRU 7,999	7			8		
$8,000 AND OVER	35			24		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-28

NEVADA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	7,776	339	4.4	7,269	279	3.8
TOTAL GENERAL SCHEDULE OR SIMILAR	3,689	56	1.5	3,765	52	1.4
GS-1 THRU 4	971	33	3.4	1,109	36	3.2
GS-5 THRU 8	949	15	1.6	1,046	10	1.0
GS-9 THRU 11	1,049	6	.6	969	5	.5
GS-12 THRU 18	720	2	.3	641	1	.2
TOTAL WAGE BOARD....	2,461	225	9.1	2,143	168	7.8
UP THRU $4,499	42	12	28.6	39	2	5.1
$4,500 THRU 6,499	721	95	13.2	929	132	14.2
$6,500 THRU 7,999	1,115	104	9.3	880	33	3.8
$8,000 AND OVER	583	14	2.4	295	1	.3
TOTAL POSTAL FIELD SERVICE............	1,504	58	3.9	1,224	48	3.9
PFS-1 THRU 4 *	1,278	53	4.1	1,023	45	4.4
PFS-5 THRU 8	185	5	2.7	172	3	1.7
PFS-9 THRU 11	34			24		
PFS-12 THRU 20	7			5		
TOTAL OTHER PAY PLANS..............	122			137	11	8.0
UP THRU $4,499	7			55	9	16.4
$4,500 THRU 6,499	10			24		
$6,500 THRU 7,999	9			11		
$8,000 AND OVER	96			47	2	4.3

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-29

NEW HAMPSHIRE

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	12,837	65	.5	11,306	58	.5
TOTAL GENERAL SCHEDULE OR SIMILAR	4,316	30	.7	3,658	25	.7
GS-1 THRU 4	1,283	10	.8	1,054	9	.9
GS-5 THRU 8	984	8	.8	976	7	.7
GS-9 THRU 11	1,316	6	.5	1,043	4	.4
GS-12 THRU 18	733	6	.8	585	5	.9
TOTAL WAGE BOARD....	6,217	33	.5	5,723	28	.5
UP THRU $4,499	282	1	.4	109	1	.9
$4,500 THRU 6,499	2,227	17	.8	4,528	23	.5
$6,500 THRU 7,999	3,085	14	.5	938	3	.3
$8,000 AND OVER	623	1	.2	148	1	.7
TOTAL POSTAL FIELD SERVICE............	2,272	2	.1	1,872		
PFS-1 THRU 4 *	1,891	2	.1	1,513		
PFS-5 THRU 8	318			297		
PFS-9 THRU 11	54			57		
PFS-12 THRU 20	9			5		
TOTAL OTHER PAY PLANS..............	32			53	5	9.4
UP THRU $4,499	13			33	5	15.2
$4,500 THRU 6,499	15			15		
$6,500 THRU 7,999	1			1		
$8,000 AND OVER	3			4		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-30

NEW JERSEY

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	65,997	9,091	13.8	55,135	6,737	12.2
TOTAL GENERAL SCHEDULE OR SIMILAR	28,081	2,844	10.1	24,482	2,486	10.2
GS-1 THRU 4	7,340	1,579	21.5	6,734	1,472	21.9
GS-5 THRU 8	6,228	702	11.3	5,401	542	10.0
GS-9 THRU 11	7,422	385	5.2	6,356	332	5.2
GS-12 THRU 18	7,091	178	2.5	5,991	140	2.3
TOTAL WAGE BOARD....	12,363	2,299	18.6	10,739	1,689	15.7
UP THRU $4,499	273	177	64.8	505	315	62.4
$4,500 THRU 6,499	5,062	1,479	29.2	5,254	1,150	21.9
$6,500 THRU 7,999	5,747	612	10.6	4,153	209	5.0
$8,000 AND OVER	1,281	31	2.4	827	15	1.8
TOTAL POSTAL FIELD SERVICE............	25,251	3,907	15.5	19,338	2,464	12.7
PFS-1 THRU 4 *	22,330	3,708	16.6	16,795	2,306	13.7
PFS-5 THRU 8	2,200	181	8.2	1,931	149	7.7
PFS-9 THRU 11	595	16	2.7	525	8	1.5
PFS-12 THRU 20	126	2	1.6	87	1	1.1
TOTAL OTHER PAY PLANS..............	302	41	13.6	576	98	17.0
UP THRU $4,499	143	29	20.3	420	87	20.7
$4,500 THRU 6,499	91	9	9.9	103	9	8.7
$6,500 THRU 7,999	14			13	1	7.7
$8,000 AND OVER	54	3	5.6	40	1	2.5

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-31

NEW MEXICO

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	24,653	407	1.7	24,293	432	1.8
TOTAL GENERAL SCHEDULE OR SIMILAR	16,311	279	1.7	15,836	264	1.7
GS-1 THRU 4	4,617	75	1.6	4,818	85	1.8
GS-5 THRU 8	4,688	91	1.9	4,736	107	2.3
GS-9 THRU 11	3,910	82	2.1	3,531	51	1.4
GS-12 THRU 18	3,096	31	1.0	2,751	21	.8
TOTAL WAGE BOARD....	5,517	95	1.7	5,913	99	1.7
UP THRU $4,499	442	18	4.1	995	43	4.3
$4,500 THRU 6,499	2,165	40	1.8	2,882	44	1.5
$6,500 THRU 7,999	2,244	36	1.6	1,659	11	.7
$8,000 AND OVER	666	1	.2	377	1	.3
TOTAL POSTAL FIELD SERVICE............	2,545	31	1.2	2,082	21	1.0
PFS-1 THRU 4 *	2,147	29	1.4	1,777	20	1.1
PFS-5 THRU 8	319	2	.6	243	1	.4
PFS-9 THRU 11	65			54		
PFS-12 THRU 20	14			8		
TOTAL OTHER PAY PLANS..............	280	2	.7	462	48	10.4
UP THRU $4,499	38	1	2.6	213	46	21.6
$4,500 THRU 6,499	49	1	2.0	45		
$6,500 THRU 7,999	15			26	1	3.8
$8,000 AND OVER	178			178	1	.6

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-32

NEW YORK

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	173,989	34,144	19.6	172,797	27,715	16.0
TOTAL GENERAL SCHEDULE OR SIMILAR	58,675	8,350	14.2	61,966	7,727	12.5
GS-1 THRU 4	17,771	5,015	28.2	19,361	4,814	24.9
GS-5 THRU 8	15,164	2,272	15.0	15,883	1,973	12.4
GS-9 THRU 11	14,726	771	5.2	15,973	739	4.6
GS-12 THRU 18	11,014	292	2.7	10,749	201	1.9
TOTAL WAGE BOARD....	19,433	3,878	20.0	28,173	5,121	18.2
UP THRU $4,499	1,845	714	38.7	3,706	1,542	41.6
$4,500 THRU 6,499	9,564	2,542	26.6	12,230	2,608	21.3
$6,500 THRU 7,999	6,142	552	9.0	9,865	914	9.3
$8,000 AND OVER	1,882	70	3.7	2,372	57	2.4
TOTAL POSTAL FIELD SERVICE............	94,194	21,712	23.1	80,663	14,491	18.0
PFS-1 THRU 4 *	85,358	20,817	24.4	71,869	13,765	19.2
PFS-5 THRU 8	6,851	813	11.9	6,814	663	9.7
PFS-9 THRU 11	1,529	67	4.4	1,559	52	3.3
PFS-12 THRU 20	456	15	3.3	421	11	2.6
TOTAL OTHER PAY PLANS..............	1,687	204	12.1	1,995	376	18.8
UP THRU $4,499	515	99	19.2	947	271	28.6
$4,500 THRU 6,499	375	70	18.7	437	68	15.6
$6,500 THRU 7,999	135	11	8.1	120	13	10.8
$8,000 AND OVER	662	24	3.6	491	24	4.9

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-33

NORTH CAROLINA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	34,538	5,125	14.8	29,141	4,002	13.7
TOTAL GENERAL SCHEDULE OR SIMILAR	13,691	1,010	7.4	11,448	733	6.4
GS-1 THRU 4	5,372	707	13.2	4,297	563	13.1
GS-5 THRU 8	3,919	218	5.6	3,512	143	4.1
GS-9 THRU 11	3,009	79	2.6	2,457	26	1.1
GS-12 THRU 18	1,391	6	.4	1,182	1	.1
TOTAL WAGE BOARD....	9,331	2,851	30.6	7,934	2,482	31.3
UP THRU $4,499	2,268	1,539	67.9	2,309	1,433	62.1
$4,500 THRU 6,499	4,033	1,104	27.4	3,731	984	26.4
$6,500 THRU 7,999	2,414	202	8.4	1,527	65	4.3
$8,000 AND OVER	616	6	1.0	367		
TOTAL POSTAL FIELD SERVICE............	10,939	1,213	11.1	9,192	706	7.7
PFS-1 THRU 4 *	9,174	1,165	12.7	7,578	675	8.9
PFS-5 THRU 8	1,436	46	3.2	1,323	31	2.3
PFS-9 THRU 11	284	2	.7	255		
PFS-12 THRU 20	45			36		
TOTAL OTHER PAY PLANS..............	577	51	8.8	567	81	14.3
UP THRU $4,499	163	13	8.0	251	59	23.5
$4,500 THRU 6,499	93	6	6.5	166	15	9.0
$6,500 THRU 7,999	91	8	8.8	89	6	6.7
$8,000 AND OVER	230	24	10.4	61	1	1.6

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-34

NORTH DAKOTA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965*		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	6,821	54	.8	6,404	25	.4
TOTAL GENERAL SCHEDULE OR SIMILAR	3,114	42	1.3	3,121	22	.7
GS-1 THRU 4	898	18	2.0	858	8	.9
GS-5 THRU 8	887	15	1.7	834	6	.7
GS-9 THRU 11	969	8	.8	1,086	8	.7
GS-12 THRU 18	360	1	.3	343		
TOTAL WAGE BOARD....	1,167	12	1.0	847	3	.4
UP THRU $4,499	112			166		
$4,500 THRU 6,499	564	12	2.1	386	2	.5
$6,500 THRU 7,999	379			245	1	.4
$8,000 AND OVER	112			50		
TOTAL POSTAL FIELD SERVICE............	2,469			2,353		
PFS-1 THRU 4 *	2,038			1,926		
PFS-5 THRU 8	384			392		
PFS-9 THRU 11	37			30		
PFS-12 THRU 20	10			5		
TOTAL OTHER PAY PLANS..............	71			83		
UP THRU $4,499	16			41		
$4,500 THRU 6,499	24			22		
$6,500 THRU 7,999	1			3		
$8,000 AND OVER	30			17		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-35

OHIO

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	95,406	19,802	20.8	90,263	17,191	19.0
TOTAL GENERAL SCHEDULE OR SIMILAR	45,880	7,348	16.0	44,340	6,713	15.1
GS-1 THRU 4	11,461	3,715	32.4	11,923	3,848	32.3
GS-5 THRU 8	10,952	2,246	20.5	10,387	1,789	17.2
GS-9 THRU 11	10,965	960	8.8	10,728	742	6.9
GS-12 THRU 18	12,502	427	3.4	11,302	334	3.0
TOTAL WAGE BOARD....	13,192	3,392	25.7	14,370	3,416	23.8
UP THRU $4,499	628	385	61.3	1,062	627	59.0
$4,500 THRU 6,499	4,303	2,033	47.2	6,202	2,345	37.8
$6,500 THRU 7,999	5,588	880	15.7	5,736	420	7.3
$8,000 AND OVER	2,673	94	3.5	1,370	24	1.8
TOTAL POSTAL FIELD SERVICE.............	35,400	8,962	25.3	30,234	6,781	22.4
PFS-1 THRU 4 •	30,506	8,380	27.5	25,198	6,148	24.4
PFS-5 THRU 8	3,841	531	13.8	4,049	603	14.9
PFS-9 THRU 11	800	44	5.5	751	27	3.6
PFS-12 THRU 20	253	7	2.8	236	3	1.3
TOTAL OTHER PAY PLANS..............	934	100	10.7	1,319	281	21.3
UP THRU $4,499	253	71	28.1	767	262	34.2
$4,500 THRU 6,499	200	23	11.5	216	13	6.0
$6,500 THRU 7,999	84			73	2	2.7
$8,000 AND OVER	397	6	1.5	263	4	1.5

• INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-36

OKLAHOMA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	53,964	3,491	6.5	44,241	2,809	6.3
TOTAL GENERAL SCHEDULE OR SIMILAR	24,808	870	3.5	21,321	621	2.9
GS-1 THRU 4	7,501	461	6.1	6,150	407	6.6
GS-5 THRU 8	6,890	266	3.9	5,817	141	2.4
GS-9 THRU 11	7,118	127	1.8	6,414	67	1.0
GS-12 THRU 18	3,299	16	.5	2,940	6	.2
TOTAL WAGE BOARD....	20,760	2,158	10.4	15,337	1,728	11.3
UP THRU $4,499	750	188	25.1	1,450	307	21.2
$4,500 THRU 6,499	13,865	1,796	13.0	12,536	1,409	11.2
$6,500 THRU 7,999	5,387	170	3.2	1,157	12	1.0
$8,000 AND OVER	758	4	.5	194		
TOTAL POSTAL FIELD SERVICE............	8,116	450	5.5	7,025	322	4.6
PFS-1 THRU 4 *	6,932	430	6.2	6,027	310	5.1
PFS-5 THRU 8	947	19	2.0	783	11	1.4
PFS-9 THRU 11	203	1	.5	198	1	.5
PFS-12 THRU 20	34			17		
TOTAL OTHER PAY PLANS..............	280	13	4.6	558	138	24.7
UP THRU $4,499	65	9	13.8	392	135	34.4
$4,500 THRU 6,499	85	1	1.2	67	1	1.5
$6,500 THRU 7,999	63			35		
$8,000 AND OVER	67	3	4.5	64	2	3.1

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-37

OREGON

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	22,458	464	2.1	22,678	396	1.7
TOTAL GENERAL SCHEDULE OR SIMILAR	12,629	190	1.5	13,206	135	1.0
GS-1 THRU 4	3,040	113	3.7	4,111	60	1.5
GS-5 THRU 8	3,638	48	1.3	3,902	56	1.4
GS-9 THRU 11	3,714	24	.6	3,266	16	.5
GS-12 THRU 18	2,237	5	.2	1,927	3	.2
TOTAL WAGE BOARD....	3,678	114	3.1	3,751	135	3.6
UP THRU $4,499	22	3	13.6	703	57	8.1
$4,500 THRU 6,499	1,603	82	5.1	1,704	72	4.2
$6,500 THRU 7,999	1,214	27	2.2	712	6	.8
$8,000 AND OVER	839	2	.2	632		
TOTAL POSTAL FIELD SERVICE............	5,987	158	2.6	5,431	118	2.2
PFS-1 THRU 4 *	4,896	135	2.8	4,695	118	2.5
PFS-5 THRU 8	918	23	2.5	605		
PFS-9 THRU 11	145			117		
PFS-12 THRU 20	28			14		
TOTAL OTHER PAY PLANS..............	164	2	1.2	290	8	2.8
UP THRU $4,499	48	1	2.1	158	8	5.1
$4,500 THRU 6,499	74			82		
$6,500 THRU 7,999	8			9		
$8,000 AND OVER	34	1	2.9	41		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-38

PENNSYLVANIA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	138,863	26,086	18.8	129,805	21,829	16.8
TOTAL GENERAL SCHEDULE OR SIMILAR	62,186	10,146	16.3	59,767	8,582	14.4
GS-1 THRU 4	19,743	5,779	29.3	20,270	5,302	26.2
GS-5 THRU 8	16,094	2,864	17.8	14,902	2,095	14.1
GS-9 THRU 11	16,676	1,249	7.5	16,284	1,018	6.3
GS-12 THRU 18	9,673	254	2.6	8,311	167	2.0
TOTAL WAGE BOARD....	33,817	8,100	24.0	29,894	5,550	18.6
UP THRU $4,499	2,318	1,710	73.8	1,959	774	39.5
$4,500 THRU 6,499	15,826	4,056	25.6	16,876	3,553	21.1
$6,500 THRU 7,999	12,957	2,181	16.8	9,182	1,180	12.9
$8,000 AND OVER	2,716	153	5.6	1,877	43	2.3
TOTAL POSTAL FIELD SERVICE............	42,154	7,783	18.5	37,554	6,482	17.3
PFS-1 THRU 4 *	36,453	7,228	19.8	31,447	5,844	18.6
PFS-5 THRU 8	4,476	515	11.5	4,890	610	12.5
PFS-9 THRU 11	950	32	3.4	925	23	2.5
PFS-12 THRU 20	275	8	2.9	292	5	1.7
TOTAL OTHER PAY PLANS..............	706	57	8.1	2,590	1,215	46.9
UP THRU $4,499	290	42	14.5	2,046	1,179	57.6
$4,500 THRU 6,499	260	13	5.0	354	29	8.2
$6,500 THRU 7,999	27			80	5	6.3
$8,000 AND OVER	129	2	1.6	110	2	1.8

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-39

RHODE ISLAND

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	14,689	413	2.8	12,803	312	2.4
TOTAL GENERAL SCHEDULE OR SIMILAR	5,150	110	2.1	4,584	82	1.8
GS-1 THRU 4	1,895	66	3.5	1,611	45	2.8
GS-5 THRU 8	1,281	25	2.0	1,258	21	1.7
GS-9 THRU 11	1,372	11	.8	1,221	11	.9
GS-12 THRU 18	602	8	1.3	494	5	1.0
TOTAL WAGE BOARD....	5,936	225	3.8	5,444	170	3.1
UP THRU $4,499	229	23	10.0	364	42	11.5
$4,500 THRU 6,499	2,782	150	5.4	4,275	127	3.0
$6,500 THRU 7,999	2,503	49	2.0	691	1	.1
$8,000 AND OVER	422	3	.7	114		
TOTAL POSTAL FIELD SERVICE............	3,524	78	2.2	2,686	59	2.2
PFS-1 THRU 4 *	3,066	67	2.2	2,305	53	2.3
PFS-5 THRU 8	374	11	2.9	293	5	1.7
PFS-9 THRU 11	69			68	1	1.5
PFS-12 THRU 20	15			20		
TOTAL OTHER PAY PLANS..............	79			89	1	1.1
UP THRU $4,499	8			22		
$4,500 THRU 6,499	35			32		
$6,500 THRU 7,999	2			12		
$8,000 AND OVER	34			23	1	4.3

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-40

SOUTH CAROLINA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	29,073	4,655	16.0	22,440	3,428	15.3
TOTAL GENERAL SCHEDULE OR SIMILAR	11,378	634	5.6	8,550	278	3.3
GS-1 THRU 4	4,114	485	11.8	2,945	216	7.3
GS-5 THRU 8	3,338	99	3.0	2,680	49	1.8
GS-9 THRU 11	2,728	43	1.6	2,014	11	.5
GS-12 THRU 18	1,198	7	.6	911	2	.2
TOTAL WAGE BOARD....	12,215	3,539	29.0	9,207	2,782	30.2
UP THRU $4,499	1,401	1,175	83.9	1,421	1,151	81.0
$4,500 THRU 6,499	4,203	1,656	39.4	3,250	1,246	38.3
$6,500 THRU 7,999	5,085	682	13.4	3,760	384	10.2
$8,000 AND OVER	1,526	26	1.7	776	1	.1
TOTAL POSTAL FIELD SERVICE............	5,236	463	8.8	4,461	308	6.9
PFS-1 THRU 4 *	4,345	443	10.2	3,673	292	7.9
PFS-5 THRU 8	714	20	2.8	635	16	2.5
PFS-9 THRU 11	155			142		
PFS-12 THRU 20	22			11		
TOTAL OTHER PAY PLANS..............	244	19	7.8	222	60	27.0
UP THRU $4,499	38	12	31.6	156	57	36.5
$4,500 THRU 6,499	111	1	.9	18		
$6,500 THRU 7,999	49	3	6.1	16	3	18.8
$8,000 AND OVER	46	3	6.5	32		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-41

SOUTH DAKOTA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	8,374	47	.6	8,404	51	.6
TOTAL GENERAL SCHEDULE OR SIMILAR	4,271	33	.8	4,325	38	.9
GS-1 THRU 4	1,398	10	.7	1,477	9	.6
GS-5 THRU 8	1,210	9	.7	1,291	14	1.1
GS-9 THRU 11	1,188	13	1.1	1,119	15	1.3
GS-12 THRU 18	475	1	.2	438		
TOTAL WAGE BOARD....	1,452	9	.6	1,588	6	.4
UP THRU $4,499	338	2	.6	439	4	.9
$4,500 THRU 6,499	606	6	1.0	807		
$6,500 THRU 7,999	332	1	.3	292	2	.7
$8,000 AND OVER	176			50		
TOTAL POSTAL FIELD SERVICE............	2,522	5	.2	2,339	2	.1
PFS-1 THRU 4 *	2,071	5	.2	1,929	2	.1
PFS-5 THRU 8	391			362		
PFS-9 THRU 11	53			45		
PFS-12 THRU 20	7			3		
TOTAL OTHER PAY PLANS..............	129			152	5	3.3
UP THRU $4,499	29			78	4	5.1
$4,500 THRU 6,499	15			18	1	5.6
$6,500 THRU 7,999	3			6		
$8,000 AND OVER	82			50		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-42

TENNESSEE

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	40,860	5,801	14.2	35,463	3,746	10.6
TOTAL GENERAL SCHEDULE OR SIMILAR	12,663	784	6.2	11,062	551	5.0
GS-1 THRU 4	4,308	626	14.5	3,618	472	13.0
GS-5 THRU 8	3,252	102	3.1	3,094	59	1.9
GS-9 THRU 11	3,145	50	1.6	2,597	18	.7
GS-12 THRU 18	1,958	6	.3	1,753	2	.1
TOTAL WAGE BOARD....	12,317	3,031	24.6	9,874	1,692	17.1
UP THRU $4,499	1,494	1,035	69.3	1,160	669	57.7
$4,500 THRU 6,499	5,211	1,858	35.7	4,064	977	24.0
$6,500 THRU 7,999	3,140	121	3.9	2,390	45	1.9
$8,000 AND OVER	2,472	17	.7	2,260	1	.0
TOTAL POSTAL FIELD SERVICE...........	10,263	1,586	15.5	9,168	1,149	12.5
PFS-1 THRU 4 *	8,394	1,475	17.6	7,225	1,027	14.2
PFS-5 THRU 8	1,423	104	7.3	1,540	119	7.7
PFS-9 THRU 11	301	4	1.3	264	2	.8
PFS-12 THRU 20	145	3	2.1	139	1	.7
TOTAL OTHER PAY PLANS.............	5,617	400	7.1	5,359	354	6.6
UP THRU $4,499	304	52	17.1	642	162	25.2
$4,500 THRU 6,499	1,517	281	18.5	1,524	174	11.4
$6,500 THRU 7,999	751	35	4.7	826	10	1.2
$8,000 AND OVER	3,045	32	1.1	2,367	8	.3

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-43

TEXAS

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	143,650	12,382	8.6	122,587	9,774	8.0
TOTAL GENERAL SCHEDULE OR SIMILAR	70,808	2,937	4.1	59,767	2,111	3.5
GS-1 THRU 4	22,198	1,847	8.3	18,150	1,422	7.8
GS-5 THRU 8	20,212	716	3.5	17,500	474	2.7
GS-9 THRU 11	17,695	315	1.8	15,400	196	1.3
GS-12 THRU 18	10,703	59	.6	8,717	19	.2
TOTAL WAGE BOARD....	40,517	5,015	12.4	32,883	4,046	12.3
UP THRU $4,499	4,873	1,542	31.6	6,583	2,021	30.7
$4,500 THRU 6,499	19,640	2,901	14.8	19,227	1,930	10.0
$6,500 THRU 7,999	13,159	541	4.1	6,153	93	1.5
$8,000 AND OVER	2,845	31	1.1	920	2	.2
TOTAL POSTAL FIELD SERVICE............	31,451	4,360	13.9	28,104	3,199	11.4
PFS-1 THRU 4 *	25,688	4,014	15.6	22,895	2,942	12.8
PFS-5 THRU 8	4,603	338	7.3	4,283	255	6.0
PFS-9 THRU 11	871	8	.9	730	2	.3
PFS-12 THRU 20	289			196		
TOTAL OTHER PAY PLANS..............	874	70	8.0	1,833	418	22.8
UP THRU $4,499	292	62	21.2	1,314	414	31.5
$4,500 THRU 6,499	288	5	1.7	223	2	.9
$6,500 THRU 7,999	36			78		
$8,000 AND OVER	258	3	1.2	218	2	.9

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-44

UTAH

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	40,094	503	1.3	29,733	410	1.4
TOTAL GENERAL SCHEDULE OR SIMILAR	20,267	166	.8	15,274	166	1.1
GS-1 THRU 4	5,852	90	1.5	4,655	97	2.1
GS-5 THRU 8	5,554	30	.5	4,167	37	.9
GS-9 THRU 11	6,229	36	.6	4,452	23	.5
GS-12 THRU 18	2,632	10	.4	2,000	9	.5
TOTAL WAGE BOARD....	16,825	312	1.9	11,424	203	1.8
UP THRU $4,499	195	16	8.2	456	16	3.5
$4,500 THRU 6,499	7,647	168	2.2	5,397	143	2.6
$6,500 THRU 7,999	8,124	125	1.5	5,026	43	.9
$8,000 AND OVER	859	3	.3	545	1	.2
TOTAL POSTAL FIELD SERVICE............	2,895	23	.8	2,718	27	1.0
PFS-1 THRU 4 *	2,433	23	.9	2,231	27	1.2
PFS-5 THRU 8	387			421		
PFS-9 THRU 11	63			56		
PFS-12 THRU 20	12			10		
TOTAL OTHER PAY PLANS...............	107	2	1.9	317	14	4.4
UP THRU $4,499	40	2	5.0	272	14	5.1
$4,500 THRU 6,499	24			19		
$6,500 THRU 7,999	5			6		
$8,000 AND OVER	38			20		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-45

VERMONT

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	3,141	12	.4	2,905	10	.3
TOTAL GENERAL SCHEDULE OR SIMILAR	1,096	12	1.1	1,108	9	.8
GS-1 THRU 4	249	3	1.2	246	1	.4
GS-5 THRU 8	288	5	1.7	322	4	1.2
GS-9 THRU 11	401	2	.5	394	1	.3
GS-12 THRU 18	158	2	1.3	146	3	2.1
TOTAL WAGE BOARD....	182			187	1	.5
UP THRU $4,499	71			103	1	1.0
$4,500 THRU 6,499	98			79		
$6,500 THRU 7,999	11			5		
$8,000 AND OVER	2					
TOTAL POSTAL FIELD SERVICE............	1,834			1,578		
PFS-1 THRU 4 *	1,494			1,264		
PFS-5 THRU 8	294			272		
PFS-9 THRU 11	43			40		
PFS-12 THRU 20	3			2		
TOTAL OTHER PAY PLANS..............	29			32		
UP THRU $4,499	8			18		
$4,500 THRU 6,499	14			8		
$6,500 THRU 7,999	2			3		
$8,000 AND OVER	5			3		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-46

VIRGINIA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	122,951	25,966	21.1	102,256	20,891	20.4
TOTAL GENERAL SCHEDULE OR SIMILAR	70,391	8,345	11.9	56,570	5,917	10.5
GS-1 THRU 4	18,532	4,352	23.5	14,884	3,270	22.0
GS-5 THRU 8	20,871	2,946	14.1	17,761	2,098	11.8
GS-9 THRU 11	13,677	725	5.3	10,841	419	3.9
GS-12 THRU 18	17,311	322	1.9	13,084	130	1.0
TOTAL WAGE BOARD....	39,254	14,706	37.5	34,403	12,672	36.8
UP THRU $4,499	3,471	2,481	71.5	4,015	3,042	75.8
$4,500 THRU 6,499	14,800	8,465	57.2	14,665	7,825	53.4
$6,500 THRU 7,999	16,991	3,490	20.5	13,149	1,754	13.3
$8,000 AND OVER	3,992	270	6.8	2,574	51	2.0
TOTAL POSTAL FIELD SERVICE...........	12,313	2,807	22.8	10,077	2,059	20.4
PFS-1 THRU 4 *	10,317	2,555	24.8	8,318	1,904	22.9
PFS-5 THRU 8	1,665	242	14.5	1,446	155	10.7
PFS-9 THRU 11	278	10	3.6	277		
PFS-12 THRU 20	53			36		
TOTAL OTHER PAY PLANS.............	993	108	10.9	1,206	243	20.1
UP THRU $4,499	168	71	42.3	657	235	35.8
$4,500 THRU 6,499	214	25	11.7	160	2	1.3
$6,500 THRU 7,999	118	8	6.8	58	2	3.4
$8,000 AND OVER	493	4	.8	331	4	1.2

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-47

WASHINGTON

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	55,037	2,590	4.7	47,519	1,751	3.7
TOTAL GENERAL SCHEDULE OR SIMILAR	23,262	632	2.7	21,046	446	2.1
GS-1 THRU 4	7,316	420	5.7	6,701	311	4.6
GS-5 THRU 8	6,627	132	2.0	5,943	89	1.5
GS-9 THRU 11	5,865	63	1.1	5,462	35	.6
GS-12 THRU 18	3,454	17	.5	2,940	11	.4
TOTAL WAGE BOARD....	20,394	1,044	5.1	16,581	762	4.6
UP THRU $4,499	646	189	29.3	1,120	130	11.6
$4,500 THRU 6,499	5,556	516	9.3	4,823	462	9.6
$6,500 THRU 7,999	10,547	318	3.0	8,331	165	2.0
$8,000 AND OVER	3,645	21	.6	2,307	5	.2
TOTAL POSTAL FIELD SERVICE............	10,625	889	8.4	8,996	482	5.4
PFS-1 THRU 4 *	8,766	779	8.9	7,473	450	6.0
PFS-5 THRU 8	1,458	107	7.3	1,165	29	2.5
PFS-9 THRU 11	244			223	1	.4
PFS-12 THRU 20	157	3	1.9	135	2	1.5
TOTAL OTHER PAY PLANS..............	756	25	3.3	896	61	6.8
UP THRU $4,499	141	9	6.4	396	51	12.9
$4,500 THRU 6,499	238	10	4.2	224	2	.9
$6,500 THRU 7,999	114	2	1.8	132	5	3.8
$8,000 AND OVER	263	4	1.5	144	3	2.1

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-48

WEST VIRGINIA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	11,682	510	4.4	9,740	433	4.4
TOTAL GENERAL SCHEDULE OR SIMILAR	5,451	214	3.9	5,014	179	3.6
GS-1 THRU 4	1,832	124	6.8	1,743	112	6.4
GS-5 THRU 8	1,412	49	3.5	1,388	51	3.7
GS-9 THRU 11	1,401	32	2.3	1,201	12	1.0
GS-12 THRU 18	806	9	1.1	682	4	.6
TOTAL WAGE BOARD....	1,121	107	9.5	1,117	106	9.5
UP THRU $4,499	294	67	22.8	400	77	19.3
$4,500 THRU 6,499	463	36	7.8	523	27	5.2
$6,500 THRU 7,999	308	3	1.0	160	1	.6
$8,000 AND OVER	56	1	1.8	34	1	2.9
TOTAL POSTAL FIELD SERVICE............	4,966	181	3.6	3,462	135	3.9
PFS-1 THRU 4 *	4,048	160	4.0	2,863	113	3.9
PFS-5 THRU 8	795	21	2.6	521	22	4.2
PFS-9 THRU 11	108			73		
PFS-12 THRU 20	15			5		
TOTAL OTHER PAY PLANS..............	144	8	5.6	147	13	8.8
UP THRU $4,499	55	8	14.5	97	12	12.4
$4,500 THRU 6,499	57			28		
$6,500 THRU 7,999	6			6		
$8,000 AND OVER	26			16	1	6.3

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-49

WISCONSIN

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	22,500	1,172	5.2	20,154	913	4.5
TOTAL GENERAL SCHEDULE OR SIMILAR	7,562	324	4.3	7,178	326	4.5
GS-1 THRU 4	2,487	232	9.3	2,578	266	10.3
GS-5 THRU 8	1,995	63	3.2	1,910	48	2.5
GS-9 THRU 11	1,967	23	1.2	1,674	8	.5
GS-12 THRU 18	1,113	6	.5	1,016	4	.4
TOTAL WAGE BOARD....	2,125	277	13.0	2,202	254	11.5
UP THRU $4,499	260	58	22.3	560	134	23.9
$4,500 THRU 6,499	959	190	19.8	1,049	110	10.5
$6,500 THRU 7,999	671	26	3.9	446	10	2.2
$8,000 AND OVER	235	3	1.3	147		
TOTAL POSTAL FIELD SERVICE............	12,570	568	4.5	10,481	306	2.9
PFS-1 THRU 4 *	10,967	560	5.1	9,097	298	3.3
PFS-5 THRU 8	1,251	8	.6	1,081	8	.7
PFS-9 THRU 11	303			269		
PFS-12 THRU 20	49			34		
TOTAL OTHER PAY PLANS..............	243	3	1.2	293	27	9.2
UP THRU $4,499	93	3	3.2	155	27	17.4
$4,500 THRU 6,499	91			84		
$6,500 THRU 7,999	19			22		
$8,000 AND OVER	40			32		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 3-50

WYOMING

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	4,790	41	.9	5,376	63	1.2
TOTAL GENERAL SCHEDULE OR SIMILAR	2,707	12	.4	3,146	26	.8
GS-1 THRU 4	730	7	1.0	1,216	23	1.9
GS-5 THRU 8	718	3	.4	728	3	.4
GS-9 THRU 11	904	2	.2	879		
GS-12 THRU 18	355			323		
TOTAL WAGE BOARD....	942	22	2.3	1,137	26	2.3
UP THRU $4,499	106	7	6.6	353	11	3.1
$4,500 THRU 6,499	372	10	2.7	576	13	2.3
$6,500 THRU 7,999	303	5	1.7	177	2	1.1
$8,000 AND OVER	161			31		
TOTAL POSTAL FIELD SERVICE............	1,099	7	.6	1,026	8	.8
PFS-1 THRU 4 *	904	7	.8	745	8	1.1
PFS-5 THRU 8	158			249		
PFS-9 THRU 11	33			29		
PFS-12 THRU 20	4			3		
TOTAL OTHER PAY PLANS..............	42			67	3	4.5
UP THRU $4,499	23			52	3	5.8
$4,500 THRU 6,499	8			9		
$6,500 THRU 7,999	1			3		
$8,000 AND OVER	10			3		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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ATLANTA,GEORGIA
STANDARD METROPOLITAN STATISTICAL AREA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	25,139	5,718	22.7	21,383	3,245	15.2
TOTAL GENERAL SCHEDULE OR SIMILAR	15,472	1,252	8.1	12,838	567	4.4
GS-1 THRU 4	4,626	861	18.6	3,935	416	10.6
GS-5 THRU 8	4,928	255	5.2	4,012	103	2.6
GS-9 THRU 11	2,681	83	3.1	2,416	34	1.4
GS-12 THRU 18	3,237	53	1.6	2,475	14	.6
TOTAL WAGE BOARD....	3,785	1,705	45.0	3,152	1,192	37.8
UP THRU $4,499	344	297	86.3	511	379	74.2
$4,500 THRU 6,499	1,809	1,247	68.9	1,541	788	51.1
$6,500 THRU 7,999	1,197	157	13.1	983	25	2.5
$8,000 AND OVER	435	4	.9	117		
TOTAL POSTAL FIELD SERVICE............	5,491	2,728	49.7	5,003	1,434	28.7
PFS-1 THRU 4 *	4,398	2,566	58.3	3,829	1,285	33.6
PFS-5 THRU 8	767	147	19.2	811	144	17.8
PFS-9 THRU 11	172	15	8.7	166	4	2.4
PFS-12 THRU 20	154			197	1	.5
TOTAL OTHER PAY PLANS..............	391	33	8.4	390	52	13.3
UP THRU $4,499	48	20	41.7	137	49	35.8
$4,500 THRU 6,499	65	10	15.4	28	1	3.6
$6,500 THRU 7,999	16	2	12.5	11		
$8,000 AND OVER	262	1	.4	214	2	.9

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 4-2

BALTIMORE, MARYLAND
STANDARD METROPOLITAN STATISTICAL AREA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	47,967	12,298	25.6	30,278	7,938	26.2
TOTAL GENERAL SCHEDULE OR SIMILAR	31,505	6,038	19.2	18,449	3,242	17.6
GS-1 THRU 4	11,929	3,824	32.1	7,841	2,257	28.8
GS-5 THRU 8	8,514	1,672	19.6	4,927	778	15.8
GS-9 THRU 11	5,829	376	6.5	3,311	163	4.9
GS-12 THRU 18	5,233	166	3.2	2,370	44	1.9
TOTAL WAGE BOARD....	9,036	3,490	38.6	5,561	2,704	48.6
UP THRU $4,499	679	602	88.7	922	804	87.2
$4,500 THRU 6,499	3,836	2,112	55.1	2,390	1,622	67.9
$6,500 THRU 7,999	3,850	745	19.4	1,995	274	13.7
$8,000 AND OVER	671	31	4.6	254	4	1.6
TOTAL POSTAL FIELD SERVICE............	6,785	2,719	40.1	5,629	1,899	33.7
PFS-1 THRU 4 *	5,971	2,562	42.9	4,868	1,753	36.0
PFS-5 THRU 8	689	150	21.8	647	137	21.2
PFS-9 THRU 11	101	4	4.0	99	7	7.1
PFS-12 THRU 20	24	3	12.5	15	2	13.3
TOTAL OTHER PAY PLANS..............	641	51	8.0	639	93	14.6
UP THRU $4,499	65	41	63.1	149	88	59.1
$4,500 THRU 6,499	50	4	8.0	62	2	3.2
$6,500 THRU 7,999	29			29	1	3.4
$8,000 AND OVER	497	6	1.2	399	2	.5

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 4-3

BIRMINGHAM, ALABAMA
STANDARD METROPOLITAN STATISTICAL AREA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	6,400	974	15.2	5,265	800	15.2
TOTAL GENERAL SCHEDULE OR SIMILAR	3,505	408	11.6	3,224	272	8.4
GS-1 THRU 4	1,342	297	22.1	1,225	194	15.8
GS-5 THRU 8	973	73	7.5	911	55	6.0
GS-9 THRU 11	826	36	4.4	757	22	2.9
GS-12 THRU 18	364	2	.5	331	1	.3
TOTAL WAGE BOARD....	182	108	59.3	177	99	55.9
UP THRU $4,499	103	83	80.6	121	88	72.7
$4,500 THRU 6,499	50	24	48.0	33	11	33.3
$6,500 THRU 7,999	25	1	4.0	21		
$8,000 AND OVER	4			2		
TOTAL POSTAL FIELD SERVICE............	2,653	446	16.8	1,780	401	22.5
PFS-1 THRU 4 *	2,286	418	18.3	1,545	391	25.3
PFS-5 THRU 8	310	28	9.0	191	10	5.2
PFS-9 THRU 11	43			37		
PFS-12 THRU 20	14			7		
TOTAL OTHER PAY PLANS..............	60	12	20.0	84	28	33.3
UP THRU $4,499	26	9	34.6	59	27	45.8
$4,500 THRU 6,499	15	2	13.3	12	1	8.3
$6,500 THRU 7,999	5			2		
$8,000 AND OVER	14	1	7.1	11		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 4-4

BOSTON, MASSACHUSETTS
STANDARD METROPOLITAN STATISTICAL AREA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	44,059	2,097	4.8	39,830	1,847	4.6
TOTAL GENERAL SCHEDULE OR SIMILAR	16,780	709	4.2	16,177	621	3.8
GS-1 THRU 4	4,546	400	8.8	4,752	379	8.0
GS-5 THRU 8	3,972	160	4.0	3,884	128	3.3
GS-9 THRU 11	4,217	105	2.5	3,819	79	2.1
GS-12 THRU 18	4,045	44	1.1	3,722	35	.9
TOTAL WAGE BOARD....	8,927	564	6.3	7,852	450	5.7
UP THRU $4,499	260	53	20.4	736	199	27.0
$4,500 THRU 6,499	2,761	279	10.1	1,984	138	7.0
$6,500 THRU 7,999	4,827	223	4.6	4,471	111	2.5
$8,000 AND OVER	1,079	9	.8	661	2	.3
TOTAL POSTAL FIELD SERVICE............	17,926	810	4.5	15,272	737	4.8
PFS-1 THRU 4 *	15,712	739	4.7	13,289	643	4.8
PFS-5 THRU 8	1,740	65	3.7	1,538	89	5.8
PFS-9 THRU 11	297	5	1.7	275	4	1.5
PFS-12 THRU 20	177	1	.6	170	1	.6
TOTAL OTHER PAY PLANS..............	426	14	3.3	529	39	7.4
UP THRU $4,499	58	3	5.2	220	33	15.0
$4,500 THRU 6,499	129	7	5.4	95	2	2.1
$6,500 THRU 7,999	30	1	3.3	20	1	5.0
$8,000 AND OVER	209	3	1.4	194	3	1.5

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 4-5

CHARLESTON, SOUTH CAROLINA
STANDARD METROPOLITAN STATISTICAL AREA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	16,046	2,717	16.9	12,188	1,990	16.3
TOTAL GENERAL SCHEDULE OR SIMILAR	6,102	303	5.0	4,360	84	1.9
GS-1 THRU 4	2,138	227	10.6	1,603	53	3.3
GS-5 THRU 8	1,790	47	2.6	1,274	21	1.6
GS-9 THRU 11	1,551	23	1.5	1,055	8	.8
GS-12 THRU 18	623	6	1.0	428	2	.5
TOTAL WAGE BOARD....	9,470	2,283	24.1	7,301	1,787	24.5
UP THRU $4,499	523	480	91.8	517	426	82.4
$4,500 THRU 6,499	3,052	1,191	39.0	2,386	999	41.9
$6,500 THRU 7,999	4,491	586	13.0	3,644	361	9.9
$8,000 AND OVER	1,404	26	1.9	754	1	.1
TOTAL POSTAL FIELD SERVICE............	447	127	28.4	485	99	20.4
PFS-1 THRU 4 *	381	117	30.7	409	91	22.2
PFS-5 THRU 8	53	10	18.9	65	8	12.3
PFS-9 THRU 11	9			8		
PFS-12 THRU 20	4			3		
TOTAL OTHER PAY PLANS..............	27	4	14.8	42	20	47.6
UP THRU $4,499	11	4	36.4	29	20	69.0
$4,500 THRU 6,499	4			6		
$6,500 THRU 7,999	1					
$8,000 AND OVER	11			7		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 4-6

CHICAGO,ILLINOIS
STANDARD METROPOLITAN STATISTICAL AREA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	66,970	28,008	41.8	68,247	24,721	36.2
TOTAL GENERAL SCHEDULE OR SIMILAR	28,152	7,531	26.8	29,621	6,431	21.7
GS-1 THRU 4	9,983	4,860	48.7	10,353	4,310	41.6
GS-5 THRU 8	7,416	1,891	25.5	7,437	1,443	19.4
GS-9 THRU 11	5,837	569	9.7	6,959	553	7.9
GS-12 THRU 18	4,916	211	4.3	4,872	125	2.6
TOTAL WAGE BOARD....	5,999	2,646	44.1	6,518	2,645	40.6
UP THRU $4,499	255	170	66.7	1,029	794	77.2
$4,500 THRU 6,499	2,657	1,820	68.5	2,565	1,454	56.7
$6,500 THRU 7,999	1,746	512	29.3	2,133	332	15.6
$8,000 AND OVER	1,341	144	10.7	791	65	8.2
TOTAL POSTAL FIELD SERVICE............	32,306	17,688	54.8	31,344	15,393	49.1
PFS-1 THRU 4 *	28,862	16,587	57.5	27,106	14,461	53.3
PFS-5 THRU 8	2,691	1,008	37.5	3,495	895	25.6
PFS-9 THRU 11	509	70	13.8	503	28	5.6
PFS-12 THRU 20	244	23	9.4	240	9	3.8
TOTAL OTHER PAY PLANS..............	513	143	27.9	764	252	33.0
UP THRU $4,499	201	102	50.7	424	223	52.6
$4,500 THRU 6,499	150	35	23.3	182	20	11.0
$6,500 THRU 7,999	38	2	5.3	46	4	8.7
$8,000 AND OVER	124	4	3.2	112	5	4.5

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 4-7

CINCINNATI, OHIO-KENTUCKY-INDIANA
STANDARD METROPOLITAN STATISTICAL AREA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	14,076	3,158	22.4	11,865	2,417	20.4
TOTAL GENERAL SCHEDULE OR SIMILAR	6,598	980	14.9	5,129	663	12.9
GS-1 THRU 4	2,527	632	25.0	1,595	444	27.8
GS-5 THRU 8	1,651	249	15.1	1,315	151	11.5
GS-9 THRU 11	1,231	82	6.7	1,188	54	4.5
GS-12 THRU 18	1,189	17	1.4	1,031	14	1.4
TOTAL WAGE BOARD....	667	258	38.7	609	256	42.0
UP THRU $4,499	159	106	66.7	213	156	73.2
$4,500 THRU 6,499	230	116	50.4	173	88	50.9
$6,500 THRU 7,999	210	32	15.2	196	11	5.6
$8,000 AND OVER	68	4	5.9	27	1	3.7
TOTAL POSTAL FIELD SERVICE............	6,449	1,907	29.6	5,844	1,475	25.2
PFS-1 THRU 4 *	5,226	1,740	33.3	4,213	1,247	29.6
PFS-5 THRU 8	937	153	16.3	1,313	218	16.6
PFS-9 THRU 11	152	9	5.9	157	9	5.7
PFS-12 THRU 20	134	5	3.7	161	1	.6
TOTAL OTHER PAY PLANS..............	362	13	3.6	283	23	8.1
UP THRU $4,499	27	11	40.7	68	21	30.9
$4,500 THRU 6,499	27	1	3.7	54		
$6,500 THRU 7,999	65			41		
$8,000 AND OVER	243	1	.4	120	2	1.7

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 4-8

CLEVELAND,OHIO
STANDARD METROPOLITAN STATISTICAL AREA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	21,544	6,847	31.8	19,906	5,785	29.1
TOTAL GENERAL SCHEDULE OR SIMILAR	9,599	1,994	20.8	9,024	1,766	19.6
GS-1 THRU 4	2,717	1,218	44.8	2,643	1,181	44.7
GS-5 THRU 8	2,173	531	24.4	1,991	396	19.9
GS-9 THRU 11	2,048	162	7.9	2,025	117	5.8
GS-12 THRU 18	2,661	83	3.1	2,365	72	3.0
TOTAL WAGE BOARD....	2,315	584	25.2	2,424	584	24.1
UP THRU $4,499	166	156	94.0	294	213	72.4
$4,500 THRU 6,499	628	343	54.6	831	316	38.0
$6,500 THRU 7,999	908	73	8.0	949	53	5.6
$8,000 AND OVER	613	12	2.0	350	2	.6
TOTAL POSTAL FIELD SERVICE............	9,454	4,230	44.7	8,214	3,362	40.9
PFS-1 THRU 4 *	8,600	4,027	46.8	7,105	3,114	43.8
PFS-5 THRU 8	673	180	26.7	938	234	24.9
PFS-9 THRU 11	146	22	15.1	146	12	8.2
PFS-12 THRU 20	35	1	2.9	25	2	8.0
TOTAL OTHER PAY PLANS...............	176	39	22.2	244	73	29.9
UP THRU $4,499	61	23	37.7	133	64	48.1
$4,500 THRU 6,499	37	12	32.4	31	5	16.1
$6,500 THRU 7,999	5			18	2	11.1
$8,000 AND OVER	73	4	5.5	62	2	3.2

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 4-9

COLUMBIA, SOUTH CAROLINA
STANDARD METROPOLITAN STATISTICAL AREA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	5,178	1,191	23.0	4,248	921	21.7
TOTAL GENERAL SCHEDULE OR SIMILAR	2,903	261	9.0	2,289	156	6.8
GS-1 THRU 4	1,291	221	17.1	834	140	16.8
GS-5 THRU 8	816	30	3.7	797	14	1.8
GS-9 THRU 11	481	9	1.9	402	2	.5
GS-12 THRU 18	315	1	.3	256		
TOTAL WAGE BOARD....	1,366	716	52.4	1,155	629	54.5
UP THRU $4,499	560	455	81.3	649	521	80.3
$4,500 THRU 6,499	632	252	39.9	454	108	23.8
$6,500 THRU 7,999	154	9	5.8	46		
$8,000 AND OVER	20			6		
TOTAL POSTAL FIELD SERVICE............	889	210	23.6	762	122	16.0
PFS-1 THRU 4 *	754	200	26.5	647	117	18.1
PFS-5 THRU 8	113	10	8.8	95	5	5.3
PFS-9 THRU 11	15			16		
PFS-12 THRU 20	7			4		
TOTAL OTHER PAY PLANS..............	20	4	20.0	42	14	33.3
UP THRU $4,499	7	3	42.9	33	14	42.4
$4,500 THRU 6,499	7	1	14.3	3		
$6,500 THRU 7,999						
$8,000 AND OVER	6			6		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 4-10

DALLAS, TEXAS
STANDARD METROPOLITAN STATISTICAL AREA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	11,688	1,630	13.9	9,778	1,124	11.5
TOTAL GENERAL SCHEDULE OR SIMILAR	5,373	328	6.1	5,754	246	4.3
GS-1 THRU 4	1,341	203	15.1	1,545	190	12.3
GS-5 THRU 8	1,480	80	5.4	1,663	39	2.3
GS-9 THRU 11	1,307	35	2.7	1,258	14	1.1
GS-12 THRU 18	1,245	10	.8	1,288	3	.2
TOTAL WAGE BOARD....	489	219	44.8	637	266	41.8
UP THRU $4,499	208	156	75.0	295	203	68.8
$4,500 THRU 6,499	140	52	37.1	230	56	24.3
$6,500 THRU 7,999	100	11	11.0	95	7	7.4
$8,000 AND OVER	41			17		
TOTAL POSTAL FIELD SERVICE............	5,709	1,070	18.7	3,217	577	17.9
PFS-1 THRU 4 *	4,664	1,030	22.1	2,443	553	22.6
PFS-5 THRU 8	728	35	4.8	525	23	4.4
PFS-9 THRU 11	168	5	3.0	149	1	.7
PFS-12 THRU 20	149			100		
TOTAL OTHER PAY PLANS..............	117	13	11.1	170	35	20.6
UP THRU $4,499	32	11	34.4	83	35	42.2
$4,500 THRU 6,499	37	2	5.4	34		
$6,500 THRU 7,999	9			14		
$8,000 AND OVER	39			39		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 4-11

DENVER,COLORADO
STANDARD METROPOLITAN STATISTICAL AREA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	24,868	2,278	9.2	20,038	1,796	9.0
TOTAL GENERAL SCHEDULE OR SIMILAR	15,943	991	6.2	13,413	838	6.2
GS-1 THRU 4	4,072	544	13.4	3,564	517	14.5
GS-5 THRU 8	4,466	307	6.9	3,754	248	6.6
GS-9 THRU 11	3,556	111	3.1	3,096	54	1.7
GS-12 THRU 18	3,849	29	.8	2,999	19	.6
TOTAL WAGE BOARD....	4,195	731	17.4	2,482	431	17.4
UP THRU $4,499	267	104	39.0	377	174	46.2
$4,500 THRU 6,499	2,331	535	23.0	1,289	226	17.5
$6,500 THRU 7,999	1,302	90	6.9	656	29	4.4
$8,000 AND OVER	295	2	.7	160	2	1.3
TOTAL POSTAL FIELD SERVICE............	4,580	550	12.0	3,916	505	12.9
PFS-1 THRU 4 *	3,848	528	13.7	3,221	488	15.2
PFS-5 THRU 8	516	20	3.9	477	17	3.6
PFS-9 THRU 11	119	1	.8	109		
PFS-12 THRU 20	97	1	1.0	109		
TOTAL OTHER PAY PLANS...............	150	6	4.0	227	22	9.7
UP THRU $4,499	46	5	10.9	123	21	17.1
$4,500 THRU 6,499	31			28		
$6,500 THRU 7,999	8			20		
$8,000 AND OVER	65	1	1.5	56	1	1.8

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 4-12

DETROIT, MICHIGAN
STANDARD METROPOLITAN STATISTICAL AREA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	32,160	9,932	30.9	25,475	8,220	32.3
TOTAL GENERAL SCHEDULE OR SIMILAR	13,708	3,659	26.7	11,813	3,060	25.9
GS-1 THRU 4	4,184	1,966	47.0	3,721	1,812	48.7
GS-5 THRU 8	3,049	1,052	34.5	2,518	792	31.5
GS-9 THRU 11	3,687	504	13.7	3,248	370	11.4
GS-12 THRU 18	2,788	137	4.9	2,326	86	3.7
TOTAL WAGE BOARD....	2,008	837	41.7	1,982	926	46.7
UP THRU $4,499	26	19	73.1	109	89	81.7
$4,500 THRU 6,499	608	410	67.4	700	484	69.1
$6,500 THRU 7,999	661	268	40.5	713	283	39.7
$8,000 AND OVER	713	140	19.6	460	70	15.2
TOTAL POSTAL FIELD SERVICE............	16,189	5,394	33.3	11,275	4,139	36.7
PFS-1 THRU 4 *	14,516	4,768	32.8	9,742	3,637	37.3
PFS-5 THRU 8	1,374	590	42.9	1,268	478	37.7
PFS-9 THRU 11	249	30	12.0	230	19	8.3
PFS-12 THRU 20	50	6	12.0	35	5	14.3
TOTAL OTHER PAY PLANS..............	255	42	16.5	405	95	23.5
UP THRU $4,499	108	23	21.3	241	82	34.0
$4,500 THRU 6,499	70	13	18.6	91	10	11.0
$6,500 THRU 7,999	17	2	11.8	21		
$8,000 AND OVER	60	4	6.7	52	3	5.8

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 4-13

FORT WORTH, TEXAS
STANDARD METROPOLITAN STATISTICAL AREA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	8,509	499	5.9	7,682	392	5.1
TOTAL GENERAL SCHEDULE OR SIMILAR	5,527	143	2.6	4,942	112	2.3
GS-1 THRU 4	1,152	74	6.4	1,099	72	6.6
GS-5 THRU 8	1,521	38	2.5	1,268	22	1.7
GS-9 THRU 11	1,346	25	1.9	1,285	16	1.2
GS-12 THRU 18	1,508	6	.4	1,290	2	.2
TOTAL WAGE BOARD....	905	150	16.6	866	133	15.4
UP THRU $4,499	135	66	48.9	109	63	57.8
$4,500 THRU 6,499	347	77	22.2	370	69	18.6
$6,500 THRU 7,999	361	7	1.9	363	1	.3
$8,000 AND OVER	62			24		
TOTAL POSTAL FIELD SERVICE...........	1,966	194	9.9	1,792	128	7.1
PFS-1 THRU 4 *	1,596	180	11.3	1,341	107	8.0
PFS-5 THRU 8	297	14	4.7	387	21	5.4
PFS-9 THRU 11	52			45		
PFS-12 THRU 20	21			19		
TOTAL OTHER PAY PLANS.............	111	12	10.8	82	19	23.2
UP THRU $4,499	43	11	25.6	44	19	43.2
$4,500 THRU 6,499	14			8		
$6,500 THRU 7,999	3			3		
$8,000 AND OVER	51	1	2.0	27		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 4-14

GREENSBORO-WINSTON-SALEM-HIGH POINT, NORTH CAROLINA
STANDARD METROPOLITAN STATISTICAL AREA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967 EMPLOYMENT	1967 NEGRO NUMBER	1967 NEGRO %	1965 EMPLOYMENT	1965 NEGRO NUMBER	1965 NEGRO %
TOTAL ALL PAY PLANS	2,241	452	20.2	1,716	240	14.0
TOTAL GENERAL SCHEDULE OR SIMILAR	1,107	44	4.0	690	15	2.2
GS-1 THRU 4	323	26	8.0	204	13	6.4
GS-5 THRU 8	261	12	4.6	178	1	.6
GS-9 THRU 11	307	6	2.0	182	1	.5
GS-12 THRU 18	216			126		
TOTAL WAGE BOARD....	25	14	56.0	16	10	62.5
UP THRU $4,499	11	10	90.9	14	10	71.4
$4,500 THRU 6,499	11	3	27.3	2		
$6,500 THRU 7,999	3	1	33.3			
$8,000 AND OVER						
TOTAL POSTAL FIELD SERVICE............	1,086	394	36.3	997	213	21.4
PFS-1 THRU 4 *	868	376	43.3	798	210	26.3
PFS-5 THRU 8	195	18	9.2	177	3	1.7
PFS-9 THRU 11	16			15		
PFS-12 THRU 20	7			7		
TOTAL OTHER PAY PLANS..............	23			13	2	15.4
UP THRU $4,499	11			6	1	16.7
$4,500 THRU 6,499	8			3		
$6,500 THRU 7,999				1		
$8,000 AND OVER	4			3	1	33.3

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 4-15

HOUSTON, TEXAS
STANDARD METROPOLITAN STATISTICAL AREA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	15,799	3,418	21.6	13,318	2,777	20.9
TOTAL GENERAL SCHEDULE OR SIMILAR	8,569	753	8.8	7,478	614	8.2
GS-1 THRU 4	1,726	505	29.3	1,639	436	26.6
GS-5 THRU 8	1,688	124	7.3	1,565	113	7.2
GS-9 THRU 11	2,062	105	5.1	1,878	57	3.0
GS-12 THRU 18	3,093	19	.6	2,396	8	.3
TOTAL WAGE BOARD....	1,097	468	42.7	1,116	466	41.8
UP THRU $4,499	246	242	98.4	305	270	88.5
$4,500 THRU 6,499	268	172	64.2	323	175	54.2
$6,500 THRU 7,999	398	51	12.8	404	21	5.2
$8,000 AND OVER	185	3	1.6	84		
TOTAL POSTAL FIELD SERVICE............	5,985	2,160	36.1	4,513	1,641	36.4
PFS-1 THRU 4 *	5,033	1,932	38.4	3,802	1,490	39.2
PFS-5 THRU 8	793	225	28.4	594	150	25.3
PFS-9 THRU 11	132	3	2.3	98	1	1.0
PFS-12 THRU 20	27			19		
TOTAL OTHER PAY PLANS.............	148	37	25.0	211	56	26.5
UP THRU $4,499	62	33	53.2	137	55	40.1
$4,500 THRU 6,499	27	3	11.1	23		
$6,500 THRU 7,999	6			4		
$8,000 AND OVER	53	1	1.9	47	1	2.1

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 4-16

HUNTSVILLE, ALABAMA
STANDARD METROPOLITAN STATISTICAL AREA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	18,063	594	3.3	18,014	459	2.5
TOTAL GENERAL SCHEDULE OR SIMILAR	15,122	385	2.5	14,158	161	1.1
GS-1 THRU 4	2,373	133	5.6	2,690	92	3.4
GS-5 THRU 8	2,906	201	6.9	2,436	41	1.7
GS-9 THRU 11	3,526	35	1.0	3,330	18	.5
GS-12 THRU 18	6,317	16	.3	5,702	10	.2
TOTAL WAGE BOARD....	2,408	190	7.9	3,231	220	6.8
UP THRU $4,499	36	26	72.2	108	52	48.1
$4,500 THRU 6,499	687	149	21.7	1,123	154	13.7
$6,500 THRU 7,999	1,087	12	1.1	1,491	13	.9
$8,000 AND OVER	598	3	.5	509	1	.2
TOTAL POSTAL FIELD SERVICE............	471	18	3.8	373	14	3.8
PFS-1 THRU 4 *	382	16	4.2	306	13	4.2
PFS-5 THRU 8	75	2	2.7	59	1	1.7
PFS-9 THRU 11	11			6		
PFS-12 THRU 20	3			2		
TOTAL OTHER PAY PLANS..............	62	1	1.6	252	64	25.4
UP THRU $4,499	3			136	64	47.1
$4,500 THRU 6,499	6	1	16.7	27		
$6,500 THRU 7,999	1			15		
$8,000 AND OVER	52			74		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 4-17

INDIANAPOLIS, INDIANA
STANDARD METROPOLITAN STATISTICAL AREA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	17,369	4,660	26.8	15,392	4,024	26.1
TOTAL GENERAL SCHEDULE OR SIMILAR	9,999	2,351	23.5	8,757	1,976	22.6
GS-1 THRU 4	4,805	1,644	34.2	3,962	1,501	37.9
GS-5 THRU 8	2,447	611	25.0	2,190	412	18.8
GS-9 THRU 11	1,658	82	4.9	1,624	60	3.7
GS-12 THRU 18	1,089	14	1.3	981	3	.3
TOTAL WAGE BOARD....	2,758	640	23.2	2,540	577	22.7
UP THRU $4,499	199	177	88.9	290	218	75.2
$4,500 THRU 6,499	821	317	38.6	801	300	37.5
$6,500 THRU 7,999	789	128	16.2	1,202	58	4.8
$8,000 AND OVER	949	18	1.9	247	1	.4
TOTAL POSTAL FIELD SERVICE............	4,530	1,656	36.6	3,988	1,443	36.2
PFS-1 THRU 4 *	4,036	1,567	38.8	3,056	1,275	41.7
PFS-5 THRU 8	406	82	20.2	855	164	19.2
PFS-9 THRU 11	70	5	7.1	68	4	5.9
PFS-12 THRU 20	18	2	11.1	9		
TOTAL OTHER PAY PLANS..............	82	13	15.9	107	28	26.2
UP THRU $4,499	42	10	23.8	73	28	38.4
$4,500 THRU 6,499	17	3	17.6	15		
$6,500 THRU 7,999	2			5		
$8,000 AND OVER	21			14		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 4-18

JACKSON,MISSISSIPPI
STANDARD METROPOLITAN STATISTICAL AREA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	2,833	373	13.2	2,593	304	11.7
TOTAL GENERAL SCHEDULE OR SIMILAR	1,866	119	6.4	1,735	89	5.1
GS-1 THRU 4	580	90	15.5	550	71	12.9
GS-5 THRU 8	489	18	3.7	512	17	3.3
GS-9 THRU 11	450	11	2.4	367	1	.3
GS-12 THRU 18	347			306		
TOTAL WAGE BOARD....	205	147	71.7	234	158	67.5
UP THRU $4,499	122	109	89.3	168	142	84.5
$4,500 THRU 6,499	60	37	61.7	58	16	27.6
$6,500 THRU 7,999	22	1	4.5	7		
$8,000 AND OVER	1			1		
TOTAL POSTAL FIELD SERVICE............	703	95	13.5	546	36	6.6
PFS-1 THRU 4 *	574	92	16.0	451	33	7.3
PFS-5 THRU 8	108	3	2.8	86	3	3.5
PFS-9 THRU 11	14			7		
PFS-12 THRU 20	7			2		
TOTAL OTHER PAY PLANS..............	59	12	20.3	78	21	26.9
UP THRU $4,499	19	10	52.6	41	21	51.2
$4,500 THRU 6,499	17	2	11.8	16		
$6,500 THRU 7,999	4			6		
$8,000 AND OVER	19			15		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 4-19

JACKSONVILLE, FLORIDA
STANDARD METROPOLITAN STATISTICAL AREA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	9,976	1,582	15.9	9,451	1,388	14.7
TOTAL GENERAL SCHEDULE OR SIMILAR	4,047	104	2.6	3,475	59	1.7
GS-1 THRU 4	1,528	78	5.1	1,278	46	3.6
GS-5 THRU 8	1,120	18	1.6	955	7	.7
GS-9 THRU 11	936	7	.7	845	6	.7
GS-12 THRU 18	463	1	.2	397		
TOTAL WAGE BOARD....	3,941	828	21.0	4,066	800	19.7
UP THRU $4,499	116	100	86.2	250	212	84.8
$4,500 THRU 6,499	1,886	636	33.7	1,715	537	31.3
$6,500 THRU 7,999	1,865	92	4.9	1,800	51	2.8
$8,000 AND OVER	74			301		
TOTAL POSTAL FIELD SERVICE............	1,882	638	33.9	1,866	527	28.2
PFS-1 THRU 4 *	1,602	594	37.1	1,462	475	32.5
PFS-5 THRU 8	231	41	17.7	372	51	13.7
PFS-9 THRU 11	36	3	8.3	26	1	3.8
PFS-12 THRU 20	13			6		
TOTAL OTHER PAY PLANS..............	106	12	11.3	44	2	4.5
UP THRU $4,499	17	1	5.9	11	2	18.2
$4,500 THRU 6,499	40	9	22.5	13		
$6,500 THRU 7,999	20	1	5.0	5		
$8,000 AND OVER	29	1	3.4	15		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 4-20

KANSAS CITY, MISSOURI-KANSAS
STANDARD METROPOLITAN STATISTICAL AREA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	19,947	3,606	18.1	18,063	2,939	16.3
TOTAL GENERAL SCHEDULE OR SIMILAR	12,624	1,462	11.6	10,412	970	9.3
GS-1 THRU 4	4,282	954	22.3	3,475	706	20.3
GS-5 THRU 8	3,570	362	10.1	2,847	195	6.8
GS-9 THRU 11	2,543	121	4.8	2,239	61	2.7
GS-12 THRU 18	2,229	25	1.1	1,851	8	.4
TOTAL WAGE BOARD....	1,607	513	31.9	1,151	402	34.9
UP THRU $4,499	215	187	87.0	279	220	78.9
$4,500 THRU 6,499	549	273	49.7	387	164	42.4
$6,500 THRU 7,999	693	51	7.4	394	18	4.6
$8,000 AND OVER	150	2	1.3	91		
TOTAL POSTAL FIELD SERVICE............	5,557	1,611	29.0	6,297	1,518	24.1
PFS-1 THRU 4 *	4,784	1,514	31.6	4,907	1,369	27.9
PFS-5 THRU 8	650	90	13.8	1,223	144	11.8
PFS-9 THRU 11	94	6	6.4	104	4	3.8
PFS-12 THRU 20	29	1	3.4	63	1	1.6
TOTAL OTHER PAY PLANS..............	159	20	12.6	203	49	24.1
UP THRU $4,499	49	16	32.7	82	47	57.3
$4,500 THRU 6,499	30	1	3.3	52		
$6,500 THRU 7,999	11	1	9.1	7		
$8,000 AND OVER	69	2	2.9	62	2	3.2

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 4-21

LITTLE ROCK-NORTH LITTLE ROCK,ARKANSAS
STANDARD METROPOLITAN STATISTICAL AREA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	4,982	813	16.3	4,787	703	14.7
TOTAL GENERAL SCHEDULE OR SIMILAR	3,310	298	9.0	3,291	240	7.3
GS-1 THRU 4	1,246	267	21.4	1,267	225	17.8
GS-5 THRU 8	800	20	2.5	845	12	1.4
GS-9 THRU 11	763	8	1.0	718	3	.4
GS-12 THRU 18	501	3	.6	461		
TOTAL WAGE BOARD....	567	326	57.5	591	300	50.8
UP THRU $4,499	342	286	83.6	428	297	69.4
$4,500 THRU 6,499	143	38	26.6	151	3	2.0
$6,500 THRU 7,999	77	2	2.6	10		
$8,000 AND OVER	5			2		
TOTAL POSTAL FIELD SERVICE............	1,035	173	16.7	792	132	16.7
PFS-1 THRU 4 *	869	161	18.5	651	123	18.9
PFS-5 THRU 8	139	11	7.9	124	8	6.5
PFS-9 THRU 11	16	1	6.3	12	1	8.3
PFS-12 THRU 20	11			5		
TOTAL OTHER PAY PLANS..............	70	16	22.9	113	31	27.4
UP THRU $4,499	39	15	38.5	83	30	36.1
$4,500 THRU 6,499	12	1	8.3	13	1	7.7
$6,500 THRU 7,999	3			4		
$8,000 AND OVER	16			13		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 4-22

LOS ANGELES-LONG BEACH,CALIFORNIA
STANDARD METROPOLITAN STATISTICAL AREA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	68,206	15,850	23.2	55,372	11,446	20.7
TOTAL GENERAL SCHEDULE OR SIMILAR	27,454	4,078	14.9	23,871	3,287	13.8
GS-1 THRU 4	7,596	2,512	33.1	6,760	2,246	33.2
GS-5 THRU 8	7,121	1,082	15.2	6,194	753	12.2
GS-9 THRU 11	7,048	366	5.2	6,124	236	3.9
GS-12 THRU 18	5,689	118	2.1	4,793	52	1.1
TOTAL WAGE BOARD....	11,345	3,119	27.5	8,271	2,245	27.1
UP THRU $4,499	284	142	50.0	309	189	61.2
$4,500 THRU 6,499	3,723	1,653	44.4	3,250	1,458	44.9
$6,500 THRU 7,999	5,803	1,243	21.4	3,796	562	14.8
$8,000 AND OVER	1,535	81	5.3	916	36	3.9
TOTAL POSTAL FIELD SERVICE............	28,822	8,579	29.8	22,550	5,803	25.7
PFS-1 THRU 4 *	26,004	8,165	31.4	20,230	5,524	27.3
PFS-5 THRU 8	2,195	369	16.8	1,795	253	14.1
PFS-9 THRU 11	491	39	7.9	433	23	5.3
PFS-12 THRU 20	132	6	4.5	92	3	3.3
TOTAL OTHER PAY PLANS.............	585	74	12.6	680	111	16.3
UP THRU $4,499	209	36	17.2	379	90	23.7
$4,500 THRU 6,499	160	32	20.0	150	18	12.0
$6,500 THRU 7,999	59	4	6.8	44	1	2.3
$8,000 AND OVER	157	2	1.3	107	2	1.9

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 4-23

LOUISVILLE,KENTUCKY-INDIANA
STANDARD METROPOLITAN STATISTICAL AREA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	9,747	1,407	14.4	8,302	1,206	14.5
TOTAL GENERAL SCHEDULE OR SIMILAR	4,575	482	10.5	4,086	325	8.0
GS-1 THRU 4	1,921	358	18.6	1,649	225	13.6
GS-5 THRU 8	1,000	78	7.8	979	75	7.7
GS-9 THRU 11	1,097	45	4.1	977	23	2.4
GS-12 THRU 18	557	1	.2	481	2	.4
TOTAL WAGE BOARD....	2,621	328	12.5	1,982	299	15.1
UP THRU $4,499	149	100	67.1	168	119	70.8
$4,500 THRU 6,499	878	171	19.5	674	149	22.1
$6,500 THRU 7,999	1,219	53	4.3	912	30	3.3
$8,000 AND OVER	375	4	1.1	228	1	.4
TOTAL POSTAL FIELD SERVICE............	2,485	589	23.7	2,101	545	25.9
PFS-1 THRU 4 *	2,121	536	25.3	1,766	517	29.3
PFS-5 THRU 8	301	49	16.3	283	27	9.5
PFS-9 THRU 11	49	4	8.2	46	1	2.2
PFS-12 THRU 20	14			6		
TOTAL OTHER PAY PLANS.............	66	8	12.1	133	37	27.8
UP THRU $4,499	23	7	30.4	96	35	36.5
$4,500 THRU 6,499	20	1	5.0	21	2	9.5
$6,500 THRU 7,999	3			6		
$8,000 AND OVER	20			10		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 4-24

MACON, GEORGIA
STANDARD METROPOLITAN STATISTICAL AREA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	19,546	2,385	12.2	16,783	1,902	11.3
TOTAL GENERAL SCHEDULE OR SIMILAR	9,533	175	1.8	7,553	123	1.6
GS-1 THRU 4	2,614	128	4.9	2,299	89	3.9
GS-5 THRU 8	2,646	36	1.4	1,978	27	1.4
GS-9 THRU 11	3,198	6	.2	2,479	7	.3
GS-12 THRU 18	1,075	5	.5	797		
TOTAL WAGE BOARD....	9,547	2,057	21.5	8,812	1,684	19.1
UP THRU $4,499	1,140	540	47.4	1,764	799	45.3
$4,500 THRU 6,499	4,844	1,403	29.0	5,960	879	14.7
$6,500 THRU 7,999	3,165	114	3.6	898	6	.7
$8,000 AND OVER	398			190		
TOTAL POSTAL FIELD SERVICE............	365	135	37.0	376	92	24.5
PFS-1 THRU 4 *	303	127	41.9	314	89	28.3
PFS-5 THRU 8	54	8	14.8	53	3	5.7
PFS-9 THRU 11	5			8		
PFS-12 THRU 20	3			1		
TOTAL OTHER PAY PLANS.............	101	18	17.8	42	3	7.1
UP THRU $4,499	22	10	45.5	2		
$4,500 THRU 6,499	71	8	11.3	34	3	8.8
$6,500 THRU 7,999				3		
$8,000 AND OVER	8			3		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 4-25

MEMPHIS, TENNESSEE-ARKANSAS
STANDARD METROPOLITAN STATISTICAL AREA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967 EMPLOYMENT	1967 NEGRO NUMBER	1967 NEGRO %	1965 EMPLOYMENT	1965 NEGRO NUMBER	1965 NEGRO %
TOTAL ALL PAY PLANS	11,513	3,698	32.1	9,856	2,316	23.5
TOTAL GENERAL SCHEDULE OR SIMILAR	4,958	473	9.5	4,443	332	7.5
GS-1 THRU 4	1,926	408	21.2	1,691	301	17.8
GS-5 THRU 8	1,169	46	3.9	1,194	25	2.1
GS-9 THRU 11	1,108	16	1.4	899	5	.6
GS-12 THRU 18	755	3	.4	659	1	.2
TOTAL WAGE BOARD....	3,778	2,179	57.7	2,840	1,195	42.1
UP THRU $4,499	764	701	91.8	558	491	88.0
$4,500 THRU 6,499	2,038	1,425	69.9	1,434	685	47.8
$6,500 THRU 7,999	691	51	7.4	674	19	2.8
$8,000 AND OVER	285	2	.7	174		
TOTAL POSTAL FIELD SERVICE............	2,642	1,023	38.7	2,382	733	30.8
PFS-1 THRU 4 *	2,203	941	42.7	1,780	647	36.3
PFS-5 THRU 8	373	79	21.2	454	84	18.5
PFS-9 THRU 11	55	2	3.6	70	1	1.4
PFS-12 THRU 20	11	1	9.1	78	1	1.3
TOTAL OTHER PAY PLANS..............	135	23	17.0	191	56	29.3
UP THRU $4,499	27	11	40.7	111	55	49.5
$4,500 THRU 6,499	48	12	25.0	33		
$6,500 THRU 7,999	15			14		
$8,000 AND OVER	45			33	1	3.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 4-26

MIAMI,FLORIDA
STANDARD METROPOLITAN STATISTICAL AREA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	8,996	906	10.1	7,537	658	8.7
TOTAL GENERAL SCHEDULE OR SIMILAR	4,251	196	4.6	3,444	135	3.9
GS-1 THRU 4	1,015	147	14.5	735	107	14.6
GS-5 THRU 8	1,073	30	2.8	904	20	2.2
GS-9 THRU 11	1,118	17	1.5	975	7	.7
GS-12 THRU 18	1,045	2	.2	830	1	.1
TOTAL WAGE BOARD....	521	184	35.3	451	165	36.6
UP THRU $4,499	157	124	79.0	142	120	84.5
$4,500 THRU 6,499	128	54	42.2	125	45	36.0
$6,500 THRU 7,999	197	5	2.5	157		
$8,000 AND OVER	39	1	2.6	27		
TOTAL POSTAL FIELD SERVICE............	4,055	513	12.7	3,551	341	9.6
PFS-1 THRU 4 *	3,593	484	13.5	3,205	329	10.3
PFS-5 THRU 8	373	27	7.2	264	11	4.2
PFS-9 THRU 11	68	2	2.9	70	1	1.4
PFS-12 THRU 20	21			12		
TOTAL OTHER PAY PLANS.............	169	13	7.7	91	17	18.7
UP THRU $4,499	47	9	19.1	46	16	34.8
$4,500 THRU 6,499	50	3	6.0	20		
$6,500 THRU 7,999	19	1	5.3	2		
$8,000 AND OVER	53			23	1	4.3

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 4-27

MOBILE, ALABAMA
STANDARD METROPOLITAN STATISTICAL AREA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	4,818	757	15.7	14,659	2,165	14.8
TOTAL GENERAL SCHEDULE OR SIMILAR	2,668	78	2.9	6,761	289	4.3
GS-1 THRU 4	817	52	6.4	2,323	224	9.6
GS-5 THRU 8	661	20	3.0	1,667	49	2.9
GS-9 THRU 11	748	6	.8	2,031	15	.7
GS-12 THRU 18	442			740	1	.1
TOTAL WAGE BOARD....	1,365	424	31.1	7,013	1,633	23.3
UP THRU $4,499	17	14	82.4	128	100	78.1
$4,500 THRU 6,499	674	358	53.1	3,783	1,413	37.4
$6,500 THRU 7,999	513	48	9.4	2,741	120	4.4
$8,000 AND OVER	161	4	2.5	361		
TOTAL POSTAL FIELD SERVICE............	749	255	34.0	715	215	30.1
PFS-1 THRU 4 *	619	227	36.7	588	190	32.3
PFS-5 THRU 8	106	28	26.4	106	25	23.6
PFS-9 THRU 11	17			17		
PFS-12 THRU 20	7			4		
TOTAL OTHER PAY PLANS..............	36			170	28	16.5
UP THRU $4,499	5			148	28	18.9
$4,500 THRU 6,499	11			8		
$6,500 THRU 7,999	1			4		
$8,000 AND OVER	19			10		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 4-28

MONTGOMERY, ALABAMA
STANDARD METROPOLITAN STATISTICAL AREA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	4,283	670	15.6	4,133	568	13.7
TOTAL GENERAL SCHEDULE OR SIMILAR	2,730	96	3.5	2,429	79	3.3
GS-1 THRU 4	915	77	8.4	840	72	8.6
GS-5 THRU 8	873	9	1.0	789	5	.6
GS-9 THRU 11	557	8	1.4	485	2	.4
GS-12 THRU 18	385	2	.5	315		
TOTAL WAGE BOARD....	1,156	450	38.9	1,136	389	34.2
UP THRU $4,499	337	275	81.6	319	240	75.2
$4,500 THRU 6,499	365	163	44.7	661	148	22.4
$6,500 THRU 7,999	400	12	3.0	145	1	.7
$8,000 AND OVER	54			11		
TOTAL POSTAL FIELD SERVICE............	312	103	33.0	507	75	14.8
PFS-1 THRU 4 *	199	90	45.2	395	68	17.2
PFS-5 THRU 8	94	13	13.8	99	7	7.1
PFS-9 THRU 11	13			9		
PFS-12 THRU 20	6			4		
TOTAL OTHER PAY PLANS..............	85	21	24.7	61	25	41.0
UP THRU $4,499	30	20	66.7	40	25	62.5
$4,500 THRU 6,499	27	1	3.7	6		
$6,500 THRU 7,999	5			3		
$8,000 AND OVER	23			12		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 4-29

NASHVILLE,TENNESSEE
STANDARD METROPOLITAN STATISTICAL AREA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	5,683	750	13.2	5,330	642	12.0
TOTAL GENERAL SCHEDULE OR SIMILAR	2,383	167	7.0	2,253	135	6.0
GS-1 THRU 4	687	123	17.9	681	115	16.9
GS-5 THRU 8	600	23	3.8	625	13	2.1
GS-9 THRU 11	618	19	3.1	532	7	1.3
GS-12 THRU 18	478	2	.4	415		
TOTAL WAGE BOARD....	1,247	199	16.0	1,218	189	15.5
UP THRU $4,499	113	93	82.3	143	114	79.7
$4,500 THRU 6,499	363	79	21.8	555	72	13.0
$6,500 THRU 7,999	431	23	5.3	233	3	1.3
$8,000 AND OVER	340	4	1.2	287		
TOTAL POSTAL FIELD SERVICE............	1,777	366	20.6	1,563	289	18.5
PFS-1 THRU 4 *	1,513	357	23.6	1,255	261	20.8
PFS-5 THRU 8	208	9	4.3	264	27	10.2
PFS-9 THRU 11	45			38	1	2.6
PFS-12 THRU 20	11			6		
TOTAL OTHER PAY PLANS..............	276	18	6.5	296	29	9.8
UP THRU $4,499	23	9	39.1	70	22	31.4
$4,500 THRU 6,499	88	8	9.1	80	6	7.5
$6,500 THRU 7,999	35			34	1	2.9
$8,000 AND OVER	130	1	.8	112		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 4-30

NEW ORLEANS,LOUISANA
STANDARD METROPOLITAN STATISTICAL AREA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	12,617	3,632	28.8	10,934	2,542	23.2
TOTAL GENERAL SCHEDULE OR SIMILAR	7,115	809	11.4	6,351	488	7.7
GS-1 THRU 4	2,329	575	24.7	2,091	372	17.8
GS-5 THRU 8	1,925	169	8.8	1,689	98	5.8
GS-9 THRU 11	1,641	57	3.5	1,531	17	1.1
GS-12 THRU 18	1,220	8	.7	1,040	1	.1
TOTAL WAGE BOARD....	1,683	683	40.6	1,543	575	37.3
UP THRU $4,499	361	283	78.4	434	315	72.6
$4,500 THRU 6,499	637	324	50.9	580	232	40.0
$6,500 THRU 7,999	443	75	16.9	368	27	7.3
$8,000 AND OVER	242	1	.4	161	1	.6
TOTAL POSTAL FIELD SERVICE............	3,458	2,069	59.8	2,683	1,387	51.7
PFS-1 THRU 4 *	2,967	1,906	64.2	2,243	1,246	55.6
PFS-5 THRU 8	402	159	39.6	369	140	37.9
PFS-9 THRU 11	71	4	5.6	62	1	1.6
PFS-12 THRU 20	18			9		
TOTAL OTHER PAY PLANS..............	361	71	19.7	357	92	25.8
UP THRU $4,499	101	57	56.4	130	77	59.2
$4,500 THRU 6,499	53	12	22.6	72	14	19.4
$6,500 THRU 7,999	32	1	3.1	19		
$8,000 AND OVER	175	1	.6	136	1	.7

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 4-31

NEWARK, NEW JERSEY
STANDARD METROPOLITAN STATISTICAL AREA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	24,229	3,770	15.6	19,102	2,925	15.3
TOTAL GENERAL SCHEDULE OR SIMILAR	10,445	1,160	11.1	9,416	1,118	11.9
GS-1 THRU 4	2,434	673	27.6	2,421	710	29.3
GS-5 THRU 8	1,950	240	12.3	1,854	188	10.1
GS-9 THRU 11	3,078	175	5.7	2,622	170	6.5
GS-12 THRU 18	2,983	72	2.4	2,519	50	2.0
TOTAL WAGE BOARD....	4,142	809	19.5	3,120	460	14.7
UP THRU $4,499	37	35	94.6	179	110	61.5
$4,500 THRU 6,499	2,431	706	29.0	1,779	340	19.1
$6,500 THRU 7,999	1,282	66	5.1	951	10	1.1
$8,000 AND OVER	392	2	.5	211		
TOTAL POSTAL FIELD SERVICE............	9,537	1,773	18.6	6,336	1,290	20.4
PFS-1 THRU 4 *	8,705	1,674	19.2	5,603	1,201	21.4
PFS-5 THRU 8	630	93	14.8	550	83	15.1
PFS-9 THRU 11	160	6	3.8	156	6	3.8
PFS-12 THRU 20	42			27		
TOTAL OTHER PAY PLANS..............	105	28	26.7	230	57	24.8
UP THRU $4,499	51	22	43.1	177	49	27.7
$4,500 THRU 6,499	25	5	20.0	35	7	20.0
$6,500 THRU 7,999	5			3		
$8,000 AND OVER	24	1	4.2	15	1	6.7

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 4-32

NEWPORT NEWS-HAMPTON,VIRGINIA
STANDARD METROPOLITAN STATISTICAL AREA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	13,824	2,910	21.1	13,659	2,688	19.7
TOTAL GENERAL SCHEDULE OR SIMILAR	8,049	704	8.7	7,781	640	8.2
GS-1 THRU 4	2,005	412	20.5	2,068	387	18.7
GS-5 THRU 8	1,942	194	10.0	2,046	193	9.4
GS-9 THRU 11	2,190	90	4.1	1,849	56	3.0
GS-12 THRU 18	1,912	8	.4	1,818	4	.2
TOTAL WAGE BOARD....	4,974	1,802	36.2	5,164	1,667	32.3
UP THRU $4,499	444	358	80.6	522	409	78.4
$4,500 THRU 6,499	2,052	1,005	49.0	2,099	1,059	50.5
$6,500 THRU 7,999	2,001	411	20.5	2,043	197	9.6
$8,000 AND OVER	477	28	5.9	500	2	.4
TOTAL POSTAL FIELD SERVICE............	741	385	52.0	519	297	57.2
PFS-1 THRU 4 *	639	344	53.8	450	277	61.6
PFS-5 THRU 8	83	38	45.8	59	20	33.9
PFS-9 THRU 11	14	3	21.4	7		
PFS-12 THRU 20	5			3		
TOTAL OTHER PAY PLANS..............	60	19	31.7	195	84	43.1
UP THRU $4,499	23	15	65.2	151	78	51.7
$4,500 THRU 6,499	8	4	50.0	7	2	28.6
$6,500 THRU 7,999				1	1	100.0
$8,000 AND OVER	29			36	3	8.3

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 4-33

NEW YORK, NEW YORK
STANDARD METROPOLITAN STATISTICAL AREA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	122,498	31,160	25.4	123,952	25,367	20.5
TOTAL GENERAL SCHEDULE OR SIMILAR	39,334	7,371	18.7	43,058	6,876	16.0
GS-1 THRU 4	11,915	4,357	36.6	13,055	4,207	32.2
GS-5 THRU 8	10,209	2,088	20.5	10,799	1,838	17.0
GS-9 THRU 11	9,373	667	7.1	11,065	654	5.9
GS-12 THRU 18	7,837	259	3.3	8,139	177	2.2
TOTAL WAGE BOARD....	9,774	2,824	28.9	17,825	4,181	23.5
UP THRU $4,499	965	421	43.6	2,154	1,086	50.4
$4,500 THRU 6,499	4,626	1,868	40.4	6,527	2,174	33.3
$6,500 THRU 7,999	2,883	470	16.3	7,204	865	12.0
$8,000 AND OVER	1,300	65	5.0	1,940	56	2.9
TOTAL POSTAL FIELD SERVICE............	72,098	20,796	28.8	61,674	14,002	22.7
PFS-1 THRU 4 *	65,817	19,937	30.3	55,245	13,290	24.1
PFS-5 THRU 8	4,827	779	16.1	4,933	651	13.2
PFS-9 THRU 11	1,073	65	6.1	1,126	50	4.4
PFS-12 THRU 20	381	15	3.9	370	11	3.0
TOTAL OTHER PAY PLANS.............	1,292	169	13.1	1,395	308	22.1
UP THRU $4,499	308	70	22.7	513	210	40.9
$4,500 THRU 6,499	283	66	23.3	367	65	17.7
$6,500 THRU 7,999	124	10	8.1	105	12	11.4
$8,000 AND OVER	577	23	4.0	410	21	5.1

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 4-34

NORFOLK-PORTSMOUTH, VIRGINIA
STANDARD METROPOLITAN STATISTICAL AREA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	37,234	9,428	25.3	29,360	7,551	25.7
TOTAL GENERAL SCHEDULE OR SIMILAR	11,997	1,035	8.6	9,060	652	7.2
GS-1 THRU 4	5,284	738	14.0	3,802	499	13.1
GS-5 THRU 8	3,139	238	7.6	2,485	123	4.9
GS-9 THRU 11	2,363	50	2.1	1,896	28	1.5
GS-12 THRU 18	1,211	9	.7	877	2	.2
TOTAL WAGE BOARD....	23,179	7,588	32.7	18,373	6,250	34.0
UP THRU $4,499	1,229	686	55.8	1,145	962	84.0
$4,500 THRU 6,499	8,429	4,853	57.6	7,501	4,265	56.9
$6,500 THRU 7,999	11,322	1,991	17.6	8,313	1,019	12.3
$8,000 AND OVER	2,199	58	2.6	1,414	4	.3
TOTAL POSTAL FIELD SERVICE............	1,737	781	45.0	1,660	638	38.4
PFS-1 THRU 4 *	1,462	702	48.0	1,393	587	42.1
PFS-5 THRU 8	220	74	33.6	218	51	23.4
PFS-9 THRU 11	45	5	11.1	39		
PFS-12 THRU 20	10			10		
TOTAL OTHER PAY PLANS.............	321	24	7.5	267	11	4.1
UP THRU $4,499	29	6	20.7	109	10	9.2
$4,500 THRU 6,499	104	13	12.5	78		
$6,500 THRU 7,999	61	5	8.2	19		
$8,000 AND OVER	127			61	1	1.6

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 4-35

PHILADELPHIA,PENNSYLVANIA-NEW JERSEY
STANDARD METROPOLITAN STATISTICAL AREA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	84,466	22,765	27.0	67,081	15,910	23.7
TOTAL GENERAL SCHEDULE OR SIMILAR	42,327	9,088	21.5	35,593	7,016	19.7
GS-1 THRU 4	13,729	5,067	36.9	12,148	4,307	35.5
GS-5 THRU 8	10,691	2,667	24.9	8,547	1,803	21.1
GS-9 THRU 11	11,103	1,139	10.3	9,494	783	8.2
GS-12 THRU 18	6,804	215	3.2	5,404	123	2.3
TOTAL WAGE BOARD....	22,956	7,372	32.1	15,860	4,118	26.0
UP THRU $4,499	2,060	1,733	84.1	808	567	70.2
$4,500 THRU 6,499	7,932	3,351	42.2	5,523	2,382	43.1
$6,500 THRU 7,999	10,658	2,140	20.1	7,873	1,126	14.3
$8,000 AND OVER	2,306	148	6.4	1,656	43	2.6
TOTAL POSTAL FIELD SERVICE............	18,880	6,267	33.2	15,178	4,622	30.5
PFS-1 THRU 4 *	16,635	5,863	35.2	13,190	4,340	32.9
PFS-5 THRU 8	1,654	375	22.7	1,381	262	19.0
PFS-9 THRU 11	417	24	5.8	383	16	4.2
PFS-12 THRU 20	174	5	2.9	224	4	1.8
TOTAL OTHER PAY PLANS.............	303	38	12.5	450	154	34.2
UP THRU $4,499	122	26	21.3	281	145	51.6
$4,500 THRU 6,499	93	11	11.8	94	8	8.5
$6,500 THRU 7,999	23			14		
$8,000 AND OVER	65	1	1.5	61	1	1.6

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 4-36

PITTSBURGH, PENNSYLVANIA
STANDARD METROPOLITAN STATISTICAL AREA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	17,395	2,859	16.4	16,702	2,761	16.5
TOTAL GENERAL SCHEDULE OR SIMILAR	5,841	851	14.6	5,746	689	12.0
GS-1 THRU 4	1,798	618	34.4	1,718	501	29.2
GS-5 THRU 8	1,395	144	10.3	1,508	100	6.6
GS-9 THRU 11	1,554	72	4.6	1,490	71	4.8
GS-12 THRU 18	1,094	17	1.6	1,030	17	1.7
TOTAL WAGE BOARD....	1,633	411	25.2	1,519	416	27.4
UP THRU $4,499	110	68	61.8	309	183	59.2
$4,500 THRU 6,499	678	304	44.8	647	205	31.7
$6,500 THRU 7,999	710	36	5.1	507	28	5.5
$8,000 AND OVER	135	3	2.2	56		
TOTAL POSTAL FIELD SERVICE............	9,771	1,576	16.1	9,276	1,624	17.5
PFS-1 THRU 4 *	8,491	1,429	16.8	7,341	1,292	17.6
PFS-5 THRU 8	1,043	138	13.2	1,724	326	18.9
PFS-9 THRU 11	201	6	3.0	188	6	3.2
PFS-12 THRU 20	36	3	8.3	23		
TOTAL OTHER PAY PLANS.............	150	21	14.0	161	32	19.9
UP THRU $4,499	68	17	25.0	96	29	30.2
$4,500 THRU 6,499	46	3	6.5	40	2	5.0
$6,500 THRU 7,999	1			4		
$8,000 AND OVER	35	1	2.9	21	1	4.8

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 4-37

RALEIGH, NORTH CAROLINA
STANDARD METROPOLITAN STATISTICAL AREA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	1,477	174	11.8	1,306	97	7.4
TOTAL GENERAL SCHEDULE OR SIMILAR	816	41	5.0	725	19	2.6
GS-1 THRU 4	189	23	12.2	154	13	8.4
GS-5 THRU 8	186	17	9.1	166	4	2.4
GS-9 THRU 11	238	1	.4	229	2	.9
GS-12 THRU 18	203			176		
TOTAL WAGE BOARD....	14	1	7.1	13	1	7.7
UP THRU $4,499	4	1	25.0	2	1	50.0
$4,500 THRU 6,499	8			11		
$6,500 THRU 7,999	2					
$8,000 AND OVER						
TOTAL POSTAL FIELD SERVICE............	627	131	20.9	545	73	13.4
PFS-1 THRU 4 *	536	128	23.9	466	72	15.5
PFS-5 THRU 8	74	3	4.1	61	1	1.6
PFS-9 THRU 11	11			15		
PFS-12 THRU 20	6			3		
TOTAL OTHER PAY PLANS..............	20	1	5.0	23	4	17.4
UP THRU $4,499	4			8	4	50.0
$4,500 THRU 6,499	3			3		
$6,500 THRU 7,999	1			1		
$8,000 AND OVER	12	1	8.3	11		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 4-38

ST.LOUIS,MISSOURI-ILLINOIS
STANDARD METROPOLITAN STATISTICAL AREA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	32,660	7,673	23.5	30,708	5,882	19.2
TOTAL GENERAL SCHEDULE OR SIMILAR	19,635	3,330	17.0	17,794	2,425	13.6
GS-1 THRU 4	5,812	1,822	31.3	5,341	1,374	25.7
GS-5 THRU 8	5,368	1,018	19.0	5,091	736	14.5
GS-9 THRU 11	5,745	433	7.5	4,981	285	5.7
GS-12 THRU 18	2,710	57	2.1	2,381	30	1.3
TOTAL WAGE BOARD....	3,349	1,111	33.2	3,913	1,120	28.6
UP THRU $4,499	259	211	81.5	399	313	78.4
$4,500 THRU 6,499	1,031	524	50.8	1,476	668	45.3
$6,500 THRU 7,999	1,208	338	28.0	1,429	120	8.4
$8,000 AND OVER	851	38	4.5	609	19	3.1
TOTAL POSTAL FIELD SERVICE............	9,505	3,201	33.7	8,685	2,251	25.9
PFS-1 THRU 4 *	8,381	3,064	36.6	7,200	2,096	29.1
PFS-5 THRU 8	762	121	15.9	1,097	144	13.1
PFS-9 THRU 11	210	11	5.2	227	11	4.8
PFS-12 THRU 20	152	5	3.3	161		
TOTAL OTHER PAY PLANS..............	171	31	18.1	316	86	27.2
UP THRU $4,499	71	26	36.6	190	83	43.7
$4,500 THRU 6,499	57	3	5.3	65		
$6,500 THRU 7,999	9			21	1	4.8
$8,000 AND OVER	34	2	5.9	40	2	5.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 4-39

SAN ANTONIO, TEXAS
STANDARD METROPOLITAN STATISTICAL AREA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	40,489	2,757	6.8	32,526	2,045	6.3
TOTAL GENERAL SCHEDULE OR SIMILAR	20,933	747	3.6	15,946	474	3.0
GS-1 THRU 4	6,348	423	6.7	4,991	289	5.8
GS-5 THRU 8	6,353	226	3.6	4,819	132	2.7
GS-9 THRU 11	5,970	87	1.5	4,470	52	1.2
GS-12 THRU 18	2,262	11	.5	1,666	1	.1
TOTAL WAGE BOARD....	17,230	1,826	10.6	14,749	1,404	9.5
UP THRU $4,499	1,570	321	20.4	2,669	428	16.0
$4,500 THRU 6,499	8,881	1,210	13.6	10,394	956	9.2
$6,500 THRU 7,999	6,089	291	4.8	1,476	20	1.4
$8,000 AND OVER	690	4	.6	210		
TOTAL POSTAL FIELD SERVICE............	2,268	182	8.0	1,772	164	9.3
PFS-1 THRU 4 *	1,832	161	8.8	1,470	139	9.5
PFS-5 THRU 8	382	21	5.5	256	25	9.8
PFS-9 THRU 11	46			40		
PFS-12 THRU 20	8			6		
TOTAL OTHER PAY PLANS..............	58	2	3.4	59	3	5.1
UP THRU $4,499	15	1	6.7	21	2	9.5
$4,500 THRU 6,499	16			16		
$6,500 THRU 7,999	4			5		
$8,000 AND OVER	23	1	4.3	17	1	5.9

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 4-40

SAN FRANCISCO-OAKLAND,CALIFORNIA
STANDARD METROPOLITAN STATISTICAL AREA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	93,479	21,071	22.5	72,092	14,074	19.5
TOTAL GENERAL SCHEDULE OR SIMILAR	34,531	5,234	15.2	28,410	3,360	11.8
GS-1 THRU 4	10,897	3,233	29.7	8,970	2,287	25.5
GS-5 THRU 8	10,203	1,571	15.4	8,120	852	10.5
GS-9 THRU 11	7,478	341	4.6	6,393	180	2.8
GS-12 THRU 18	5,953	89	1.5	4,927	41	.8
TOTAL WAGE BOARD....	37,916	8,972	23.7	30,299	7,016	23.2
UP THRU $4,499	70	41	58.6	255	171	67.1
$4,500 THRU 6,499	7,758	2,672	34.4	9,712	3,860	39.7
$6,500 THRU 7,999	22,915	5,703	24.9	16,170	2,854	17.6
$8,000 AND OVER	7,173	556	7.8	4,162	131	3.1
TOTAL POSTAL FIELD SERVICE............	20,530	6,821	33.2	12,719	3,576	28.1
PFS-1 THRU 4 *	18,092	6,342	35.1	10,759	3,379	31.4
PFS-5 THRU 8	1,845	435	23.6	1,417	186	13.1
PFS-9 THRU 11	382	38	9.9	307	9	2.9
PFS-12 THRU 20	211	6	2.8	236	2	.8
TOTAL OTHER PAY PLANS..............	502	44	8.8	664	122	18.4
UP THRU $4,499	113	30	26.5	291	105	36.1
$4,500 THRU 6,499	103	11	10.7	132	10	7.6
$6,500 THRU 7,999	21	1	4.8	31	3	9.7
$8,000 AND OVER	265	2	.8	210	4	1.9

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 4-41

WASHINGTON,D.C.,METROPOLITAN AREA

NEGRO EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	NEGRO		EMPLOYMENT	NEGRO	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	291,085	75,010	25.8	259,187	63,255	24.4
TOTAL GENERAL SCHEDULE OR SIMILAR	223,079	42,075	18.9	201,290	35,800	17.8
GS-1 THRU 4	44,361	20,513	46.2	45,444	19,243	42.3
GS-5 THRU 8	67,087	16,274	24.3	62,280	13,022	20.9
GS-9 THRU 11	35,856	3,383	9.4	32,080	2,441	7.6
GS-12 THRU 18	75,775	1,905	2.5	61,486	1,094	1.8
TOTAL WAGE BOARD....	40,249	22,024	54.7	37,606	20,585	54.7
UP THRU $4,499	4,672	4,348	93.1	7,084	6,170	87.1
$4,500 THRU 6,499	14,461	11,623	80.4	15,780	11,646	73.8
$6,500 THRU 7,999	11,809	5,033	42.6	9,415	2,336	24.8
$8,000 AND OVER	9,307	1,020	11.0	5,327	433	8.1
TOTAL POSTAL FIELD SERVICE............	17,210	10,207	59.3	11,647	5,801	49.8
PFS-1 THRU 4 *	14,817	9,352	63.1	8,889	4,983	56.1
PFS-5 THRU 8	1,988	824	41.4	2,368	807	34.1
PFS-9 THRU 11	237	23	9.7	211	8	3.8
PFS-12 THRU 20	168	8	4.8	179	3	1.7
TOTAL OTHER PAY PLANS..............	10,547	704	6.7	8,644	1,069	12.4
UP THRU $4,499	557	135	24.2	1,518	807	53.2
$4,500 THRU 6,499	671	195	29.1	533	89	16.7
$6,500 THRU 7,999	1,022	140	13.7	752	43	5.7
$8,000 AND OVER	8,297	234	2.8	5,841	130	2.2

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

NOTE: THE WASHINGTON, D.C. AREA INCLUDES: THE DISTRICT OF COLUMBIA; MONTGOMERY AND PRINCE GEORGES COUNTIES, MARYLAND; ALEXANDRIA, FAIRFAX, AND FALLS CHURCH CITIES, AND ARLINGTON, FAIRFAX, LOUDOUN, AND PRINCE WILLIAM COUNTIES IN VIRGINIA. LOUDOUN AND PRINCE WILLIAM COUNTIES WERE ADDED IN JULY 1967.

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SPANISH-AMERICAN EMPLOYMENT

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TABLE NUMBER 5-1

SUMMARY, ALL AGENCIES

WORLD WIDE

SPANISH-AMERICAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1966

PAY CATEGORY	1967			1966**		
	EMPLOYMENT	SPANISH-AMERICAN		EMPLOYMENT	SPANISH-AMERICAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	2,621,939	68,945	2.6	2,303,906	59,853	2.6
TOTAL GENERAL SCHEDULE OR SIMILAR	1,270,051	21,450	1.7	1,126,985	18,329	1.6
GS-1 THRU 4	369,968	9,687	2.6	352,514	8,623	2.4
GS-5 THRU 8	349,020	6,688	1.9	309,754	5,523	1.8
GS-9 THRU 11	296,560	3,631	1.2	254,635	2,993	1.2
GS-12 THRU 18	254,503	1,444	.6	210,082	1,190	.6
TOTAL WAGE BOARD....	596,647	32,024	5.4	537,681	28,215	5.2
UP THRU $4,499	45,023	3,009	6.7	78,587	5,642	7.2
$4,500 THRU 6,499	235,082	15,716	6.7	233,096	14,900	6.4
$6,500 THRU 7,999	233,218	11,599	5.0	172,490	6,979	4.0
$8,000 AND OVER	83,324	1,700	2.0	53,508	694	1.3
TOTAL POSTAL FIELD SERVICE............	698,346	14,776	2.1	594,220	12,511	2.1
PFS-1 THRU 4 *	601,160	13,626	2.3	507,602	11,499	2.3
PFS-5 THRU 8	77,746	1,034	1.3	69,225	906	1.3
PFS-9 THRU 11	14,985	87	.6	13,514	79	.6
PFS-12 THRU 20	4,455	29	.7	3,879	27	.7
TOTAL OTHER PAY PLANS..............	56,895	695	1.2	45,020	798	1.8
UP THRU $4,499	6,523	173	2.7	11,927	375	3.1
$4,500 THRU 6,499	10,970	165	1.5	9,843	162	1.6
$6,500 THRU 7,999	7,107	85	1.2	4,176	64	1.5
$8,000 AND OVER	32,295	272	.8	19,074	197	1.0

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

** OF 2,511,052 EMPLOYEES, 207,146 (8.2 PERCENT) ARE UNIDENTIFIED.

TABLE NUMBER 5-2

SUMMARY OF SELECTED STATES
ARIZONA, CALIFORNIA, COLORADO, NEW MEXICO, AND TEXAS

SPANISH-AMERICAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	SPANISH-AMERICAN		EMPLOYMENT	SPANISH-AMERICAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	545,658	54,558	10.0	453,140	38,715	8.5
TOTAL GENERAL SCHEDULE OR SIMILAR	253,719	16,686	6.6	217,793	11,718	5.4
GS-1 THRU 4	76,774	7,931	10.3	66,710	5,692	8.5
GS-5 THRU 8	70,537	5,375	7.6	60,978	3,840	6.3
GS-9 THRU 11	63,155	2,710	4.3	54,559	1,821	3.3
GS-12 THRU 18	43,253	670	1.5	35,546	365	1.0
TOTAL WAGE BOARD....	166,888	28,233	16.9	133,898	21,425	16.0
UP THRU $4,499	7,295	2,507	34.4	10,599	3,350	31.6
$4,500 THRU 6,499	56,187	13,757	24.5	57,895	13,292	23.0
$6,500 THRU 7,999	78,347	10,510	13.4	53,145	4,452	8.4
$8,000 AND OVER	25,059	1,459	5.8	12,259	331	2.7
TOTAL POSTAL FIELD SERVICE.............	121,448	9,454	7.8	95,306	5,190	5.4
PFS-1 THRU 4 *	104,297	8,577	8.2	81,107	4,763	5.9
PFS-5 THRU 8	13,535	782	5.8	11,175	367	3.3
PFS-9 THRU 11	2,734	70	2.6	2,296	48	2.1
PFS-12 THRU 20	882	25	2.8	728	12	1.6
TOTAL OTHER PAY PLANS...............	3,603	185	5.1	6,143	382	6.2
UP THRU $4,499	1,007	109	10.8	3,851	333	8.6
$4,500 THRU 6,499	889	63	7.1	813	38	4.7
$6,500 THRU 7,999	209	2	1.0	238	3	1.3
$8,000 AND OVER	1,498	11	.7	1,241	8	.6

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

NOTE: 1965 INFORMATION IS FOR MEXICAN-AMERICAN EMPLOYMENT.

TABLE NUMBER 5-3

ARIZONA

SPANISH-AMERICAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	SPANISH-AMERICAN		EMPLOYMENT	SPANISH-AMERICAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	24,894	2,251	9.0	21,001	1,704	8.1
TOTAL GENERAL SCHEDULE OR SIMILAR	13,647	596	4.4	11,586	428	3.7
GS-1 THRU 4	4,548	255	5.6	4,056	208	5.1
GS-5 THRU 8	3,885	213	5.5	3,443	130	3.8
GS-9 THRU 11	3,348	104	3.1	2,765	76	2.7
GS-12 THRU 18	1,866	24	1.3	1,322	14	1.1
TOTAL WAGE BOARD....	6,587	1,154	17.5	5,811	905	15.6
UP THRU $4,499	344	71	20.6	465	85	18.3
$4,500 THRU 6,499	2,306	466	20.2	2,476	457	18.5
$6,500 THRU 7,999	3,006	531	17.7	2,319	345	14.9
$8,000 AND OVER	931	86	9.2	551	18	3.3
TOTAL POSTAL FIELD SERVICE............	4,298	487	11.3	3,252	343	10.5
PFS-1 THRU 4 *	3,681	438	11.9	2,763	296	10.7
PFS-5 THRU 8	496	43	8.7	403	44	10.9
PFS-9 THRU 11	99	4	4.0	75	2	2.7
PFS-12 THRU 20	22	2	9.1	11	1	9.1
TOTAL OTHER PAY PLANS...............	362	14	3.9	352	28	8.0
UP THRU $4,499	49	8	16.3	183	24	13.1
$4,500 THRU 6,499	62	5	8.1	63	4	6.3
$6,500 THRU 7,999	17	1	5.9	7		
$8,000 AND OVER	234			99		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

NOTE: 1965 INFORMATION IS FOR MEXICAN-AMERICAN EMPLOYMENT.

TABLE NUMBER 5-4

CALIFORNIA

SPANISH-AMERICAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	SPANISH-AMERICAN		EMPLOYMENT	SPANISH-AMERICAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	311,484	15,297	4.9	248,415	9,372	3.8
TOTAL GENERAL SCHEDULE OR SIMILAR	129,596	3,830	3.0	109,149	2,262	2.1
GS-1 THRU 4	38,679	1,701	4.4	33,084	1,034	3.1
GS-5 THRU 8	35,221	1,176	3.3	29,378	705	2.4
GS-9 THRU 11	32,816	720	2.2	27,872	425	1.5
GS-12 THRU 18	22,880	233	1.0	18,815	98	.5
TOTAL WAGE BOARD....	104,239	7,270	7.0	80,611	4,886	6.1
UP THRU $4,499	962	137	14.2	1,229	98	8.0
$4,500 THRU 6,499	26,453	2,363	8.9	28,173	2,532	9.0
$6,500 THRU 7,999	56,858	4,028	7.1	41,107	2,049	5.0
$8,000 AND OVER	19,966	742	3.7	10,102	207	2.0
TOTAL POSTAL FIELD SERVICE............	75,766	4,126	5.4	55,631	2,092	3.8
PFS-1 THRU 4 *	66,605	3,806	5.7	48,489	1,936	4.0
PFS-5 THRU 8	7,201	288	4.0	5,464	139	2.5
PFS-9 THRU 11	1,512	24	1.6	1,277	13	1.0
PFS-12 THRU 20	448	8	1.8	401	4	1.0
TOTAL OTHER PAY PLANS..............	1,883	71	3.8	3,024	132	4.4
UP THRU $4,499	558	42	7.5	1,787	108	6.0
$4,500 THRU 6,499	449	24	5.3	446	19	4.3
$6,500 THRU 7,999	130			105	1	1.0
$8,000 AND OVER	746	5	.7	686	4	.6

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

NOTE: 1965 INFORMATION IS FOR MEXICAN-AMERICAN EMPLOYMENT.

TABLE NUMBER 5-5

LOS ANGELES-LONG BEACH, CALIFORNIA
STANDARD METROPOLITAN STATISTICAL AREA

SPANISH-AMERICAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	SPANISH-AMERICAN		EMPLOYMENT	SPANISH-AMERICAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	68,206	3,491	5.1	55,372	1,999	3.6
TOTAL GENERAL SCHEDULE OR SIMILAR	27,454	979	3.6	23,871	585	2.5
GS-1 THRU 4	7,596	412	5.4	6,760	247	3.7
GS-5 THRU 8	7,121	305	4.3	6,194	186	3.0
GS-9 THRU 11	7,048	181	2.6	6,124	120	2.0
GS-12 THRU 18	5,689	81	1.4	4,793	32	.7
TOTAL WAGE BOARD....	11,345	701	6.2	8,271	437	5.3
UP THRU $4,499	284	23	8.1	309	26	8.4
$4,500 THRU 6,499	3,723	254	6.8	3,250	191	5.9
$6,500 THRU 7,999	5,803	379	6.5	3,796	201	5.3
$8,000 AND OVER	1,535	45	2.9	916	19	2.1
TOTAL POSTAL FIELD SERVICE............	28,822	1,778	6.2	22,550	929	4.1
PFS-1 THRU 4 *	26,004	1,678	6.5	20,230	880	4.3
PFS-5 THRU 8	2,195	91	4.1	1,795	43	2.4
PFS-9 THRU 11	491	8	1.6	433	5	1.2
PFS-12 THRU 20	132	1	.8	92	1	1.1
TOTAL OTHER PAY PLANS..............	585	33	5.6	680	48	7.1
UP THRU $4,499	209	21	10.0	379	39	10.3
$4,500 THRU 6,499	160	8	5.0	150	7	4.7
$6,500 THRU 7,999	59	2	3.4	44	1	2.3
$8,000 AND OVER	157	2	1.3	107	1	.9

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS
NOTE: 1965 INFORMATION IS FOR MEXICAN-AMERICAN EMPLOYMENT.

TABLE NUMBER 5-6

SAN FRANCISCO-OAKLAND,CALIFORNIA
STANDARD METROPOLITAN STATISTICAL AREA

SPANISH-AMERICAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	SPANISH-AMERICAN		EMPLOYMENT	SPANISH-AMERICAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	93,479	2,794	3.0	72,092	1,345	1.9
TOTAL GENERAL SCHEDULE OR SIMILAR	34,531	729	2.1	28,410	357	1.3
GS-1 THRU 4	10,897	312	2.9	8,970	149	1.7
GS-5 THRU 8	10,203	234	2.3	8,120	121	1.5
GS-9 THRU 11	7,478	133	1.8	6,393	62	1.0
GS-12 THRU 18	5,953	50	.8	4,927	25	.5
TOTAL WAGE BOARD....	37,916	1,288	3.4	30,299	766	2.5
UP THRU $4,499	70	2	2.9	255	4	1.6
$4,500 THRU 6,499	7,758	230	3.0	9,712	224	2.3
$6,500 THRU 7,999	22,915	899	3.9	16,170	497	3.1
$8,000 AND OVER	7,173	157	2.2	4,162	41	1.0
TOTAL POSTAL FIELD SERVICE............	20,530	762	3.7	12,719	203	1.6
PFS-1 THRU 4 *	18,092	695	3.8	10,759	170	1.6
PFS-5 THRU 8	1,845	59	3.2	1,417	28	2.0
PFS-9 THRU 11	382	4	1.0	307	3	1.0
PFS-12 THRU 20	211	4	1.9	236	2	.8
TOTAL OTHER PAY PLANS...............	502	15	3.0	664	19	2.9
UP THRU $4,499	113	10	8.8	291	14	4.8
$4,500 THRU 6,499	103	4	3.9	132	4	3.0
$6,500 THRU 7,999	21			31		
$8,000 AND OVER	265	1	.4	210	1	.5

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS
NOTE: 1965 INFORMATION IS FOR MEXICAN-AMERICAN EMPLOYMENT.

TABLE NUMBER 5-7

COLORADO

SPANISH-AMERICAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	SPANISH-AMERICAN		EMPLOYMENT	SPANISH-AMERICAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	40,977	4,397	10.7	36,844	3,246	8.8
TOTAL GENERAL SCHEDULE OR SIMILAR	23,357	948	4.1	21,455	695	3.2
GS-1 THRU 4	6,732	509	7.6	6,602	413	6.3
GS-5 THRU 8	6,531	293	4.5	5,921	180	3.0
GS-9 THRU 11	5,386	117	2.2	4,991	86	1.7
GS-12 THRU 18	4,708	29	.6	3,941	16	.4
TOTAL WAGE BOARD....	10,028	2,994	29.9	8,680	2,136	24.6
UP THRU $4,499	674	169	25.1	1,327	248	18.7
$4,500 THRU 6,499	5,623	2,218	39.4	5,137	1,680	32.7
$6,500 THRU 7,999	3,080	574	18.6	1,907	191	10.0
$8,000 AND OVER	651	33	5.1	309	17	5.5
TOTAL POSTAL FIELD SERVICE............	7,388	440	6.0	6,237	363	5.8
PFS-1 THRU 4 *	6,176	408	6.6	5,183	339	6.5
PFS-5 THRU 8	916	24	2.6	782	17	2.2
PFS-9 THRU 11	187	2	1.1	160	1	.6
PFS-12 THRU 20	109	6	5.5	112	6	5.4
TOTAL OTHER PAY PLANS..............	204	15	7.4	472	52	11.0
UP THRU $4,499	70	11	15.7	354	48	13.6
$4,500 THRU 6,499	41	1	2.4	36	2	5.6
$6,500 THRU 7,999	11			22	2	9.1
$8,000 AND OVER	82	3	3.7	60		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS
NOTE: 1965 INFORMATION IS FOR MEXICAN-AMERICAN EMPLOYMENT.

TABLE NUMBER 5-8

DENVER, COLORADO
STANDARD METROPOLITAN STATISTICAL AREA

SPANISH-AMERICAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	SPANISH-AMERICAN		EMPLOYMENT	SPANISH-AMERICAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	24,868	1,698	6.8	20,038	979	4.9
TOTAL GENERAL SCHEDULE OR SIMILAR	15,943	435	2.7	13,413	270	2.0
GS-1 THRU 4	4,072	194	4.8	3,564	134	3.8
GS-5 THRU 8	4,466	157	3.5	3,754	82	2.2
GS-9 THRU 11	3,556	63	1.8	3,096	42	1.4
GS-12 THRU 18	3,849	21	.5	2,999	12	.4
TOTAL WAGE BOARD....	4,195	962	22.9	2,482	419	16.9
UP THRU $4,499	267	52	19.5	377	66	17.5
$4,500 THRU 6,499	2,331	765	32.8	1,289	287	22.3
$6,500 THRU 7,999	1,302	133	10.2	656	56	8.5
$8,000 AND OVER	295	12	4.1	160	10	6.3
TOTAL POSTAL FIELD SERVICE............	4,580	290	6.3	3,916	274	7.0
PFS-1 THRU 4 *	3,848	273	7.1	3,221	257	8.0
PFS-5 THRU 8	516	12	2.3	477	10	2.1
PFS-9 THRU 11	119	1	.8	109	1	.9
PFS-12 THRU 20	97	4	4.1	109	6	5.5
TOTAL OTHER PAY PLANS..............	150	11	7.3	227	16	7.0
UP THRU $4,499	46	8	17.4	123	13	10.6
$4,500 THRU 6,499	31			28	1	3.6
$6,500 THRU 7,999	8			20	2	10.0
$8,000 AND OVER	65	3	4.6	56		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS
NOTE: 1965 INFORMATION IS FOR MEXICAN-AMERICAN EMPLOYMENT.

TABLE NUMBER 5-9

NEW MEXICO

SPANISH-AMERICAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	SPANISH-AMERICAN		EMPLOYMENT	SPANISH-AMERICAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	24,653	6,741	27.3	24,293	5,261	21.7
TOTAL GENERAL SCHEDULE OR SIMILAR	16,311	3,033	18.6	15,836	2,437	15.4
GS-1 THRU 4	4,617	1,427	30.9	4,818	1,242	25.8
GS-5 THRU 8	4,688	1,033	22.0	4,736	806	17.0
GS-9 THRU 11	3,910	431	11.0	3,531	284	8.0
GS-12 THRU 18	3,096	142	4.6	2,751	105	3.8
TOTAL WAGE BOARD....	5,517	2,485	45.0	5,913	2,532	42.8
UP THRU $4,499	442	268	60.6	995	579	58.2
$4,500 THRU 6,499	2,165	993	45.9	2,882	1,301	45.1
$6,500 THRU 7,999	2,244	1,067	47.5	1,659	602	36.3
$8,000 AND OVER	666	157	23.6	377	50	13.3
TOTAL POSTAL FIELD SERVICE............	2,545	1,192	46.8	2,082	227	10.9
PFS-1 THRU 4 *	2,147	1,034	48.2	1,777	193	10.9
PFS-5 THRU 8	319	131	41.1	243	16	6.6
PFS-9 THRU 11	65	22	33.8	54	17	31.5
PFS-12 THRU 20	14	5	35.7	8	1	12.5
TOTAL OTHER PAY PLANS..............	280	31	11.1	462	65	14.1
UP THRU $4,499	38	17	44.7	213	60	28.2
$4,500 THRU 6,499	49	13	26.5	45	4	8.9
$6,500 THRU 7,999	15	1	6.7	26		
$8,000 AND OVER	178			178	1	.6

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

NOTE: 1965 INFORMATION IS FOR MEXICAN-AMERICAN EMPLOYMENT.

TABLE NUMBER 5-10

TEXAS

SPANISH-AMERICAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	SPANISH-AMERICAN		EMPLOYMENT	SPANISH-AMERICAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	143,650	25,872	18.0	122,587	19,132	15.6
TOTAL GENERAL SCHEDULE OR SIMILAR	70,808	8,279	11.7	59,767	5,896	9.9
GS-1 THRU 4	22,198	4,039	18.2	18,150	2,795	15.4
GS-5 THRU 8	20,212	2,660	13.2	17,500	2,019	11.5
GS-9 THRU 11	17,695	1,338	7.6	15,400	950	6.2
GS-12 THRU 18	10,703	242	2.3	8,717	132	1.5
TOTAL WAGE BOARD....	40,517	14,330	35.4	32,883	10,966	33.3
UP THRU $4,499	4,873	1,862	38.2	6,583	2,340	35.5
$4,500 THRU 6,499	19,640	7,717	39.3	19,227	7,322	38.1
$6,500 THRU 7,999	13,159	4,310	32.8	6,153	1,265	20.6
$8,000 AND OVER	2,845	441	15.5	920	39	4.2
TOTAL POSTAL FIELD SERVICE............	31,451	3,209	10.2	28,104	2,165	7.7
PFS-1 THRU 4 *	25,688	2,891	11.3	22,895	1,999	8.7
PFS-5 THRU 8	4,603	296	6.4	4,283	151	3.5
PFS-9 THRU 11	871	18	2.1	730	15	2.1
PFS-12 THRU 20	289	4	1.4	196		
TOTAL OTHER PAY PLANS..............	874	54	6.2	1,833	105	5.7
UP THRU $4,499	292	31	10.6	1,314	93	7.1
$4,500 THRU 6,499	288	20	6.9	223	9	4.0
$6,500 THRU 7,999	36			78		
$8,000 AND OVER	258	3	1.2	218	3	1.4

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

NOTE: 1965 INFORMATION IS FOR MEXICAN-AMERICAN EMPLOYMENT.

TABLE NUMBER 5-11

DALLAS, TEXAS
STANDARD METROPOLITAN STATISTICAL AREA

SPANISH-AMERICAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	SPANISH-AMERICAN		EMPLOYMENT	SPANISH-AMERICAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	11,688	218	1.9	9,778	142	1.5
TOTAL GENERAL SCHEDULE OR SIMILAR	5,373	95	1.8	5,754	68	1.2
GS-1 THRU 4	1,341	26	1.9	1,545	28	1.8
GS-5 THRU 8	1,480	32	2.2	1,663	21	1.3
GS-9 THRU 11	1,307	20	1.5	1,258	11	.9
GS-12 THRU 18	1,245	17	1.4	1,288	8	.6
TOTAL WAGE BOARD....	489	2	.4	637	6	.9
UP THRU $4,499	208	1	.5	295	4	1.4
$4,500 THRU 6,499	140	1	.7	230	2	.9
$6,500 THRU 7,999	100			95		
$8,000 AND OVER	41			17		
TOTAL POSTAL FIELD SERVICE............	5,709	119	2.1	3,217	65	2.0
PFS-1 THRU 4 *	4,664	108	2.3	2,443	60	2.5
PFS-5 THRU 8	728	7	1.0	525	5	1.0
PFS-9 THRU 11	168	2	1.2	149		
PFS-12 THRU 20	149	2	1.3	100		
TOTAL OTHER PAY PLANS..............	117	2	1.7	170	3	1.8
UP THRU $4,499	32	1	3.1	83	3	3.6
$4,500 THRU 6,499	37	1	2.7	34		
$6,500 THRU 7,999	9			14		
$8,000 AND OVER	39			39		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

NOTE: 1965 INFORMATION IS FOR MEXICAN-AMERICAN EMPLOYMENT.

TABLE NUMBER 5-12

FORT WORTH, TEXAS
STANDARD METROPOLITAN STATISTICAL AREA

SPANISH-AMERICAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	SPANISH-AMERICAN		EMPLOYMENT	SPANISH-AMERICAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	8,509	167	2.0	7,682	118	1.5
TOTAL GENERAL SCHEDULE OR SIMILAR	5,527	78	1.4	4,942	68	1.4
GS-1 THRU 4	1,152	31	2.7	1,099	27	2.5
GS-5 THRU 8	1,521	17	1.1	1,268	20	1.6
GS-9 THRU 11	1,346	22	1.6	1,285	19	1.5
GS-12 THRU 18	1,508	8	.5	1,290	2	.2
TOTAL WAGE BOARD....	905	27	3.0	866	14	1.6
UP THRU $4,499	135	4	3.0	109		
$4,500 THRU 6,499	347	19	5.5	370	10	2.7
$6,500 THRU 7,999	361	4	1.1	363	4	1.1
$8,000 AND OVER	62			24		
TOTAL POSTAL FIELD SERVICE.............	1,966	58	3.0	1,792	35	2.0
PFS-1 THRU 4 *	1,596	53	3.3	1,341	31	2.3
PFS-5 THRU 8	297	5	1.7	387	4	1.0
PFS-9 THRU 11	52			45		
PFS-12 THRU 20	21			19		
TOTAL OTHER PAY PLANS...............	111	4	3.6	82	1	1.2
UP THRU $4,499	43	4	9.3	44	1	2.3
$4,500 THRU 6,499	14			8		
$6,500 THRU 7,999	3			3		
$8,000 AND OVER	51			27		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS
NOTE: 1965 INFORMATION IS FOR MEXICAN-AMERICAN EMPLOYMENT.

TABLE NUMBER 5-13

HOUSTON, TEXAS
STANDARD METROPOLITAN STATISTICAL AREA

SPANISH-AMERICAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	SPANISH-AMERICAN		EMPLOYMENT	SPANISH-AMERICAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	15,799	789	5.0	13,318	480	3.6
TOTAL GENERAL SCHEDULE OR SIMILAR	8,569	237	2.8	7,478	128	1.7
GS-1 THRU 4	1,726	73	4.2	1,639	35	2.1
GS-5 THRU 8	1,688	74	4.4	1,565	51	3.3
GS-9 THRU 11	2,062	51	2.5	1,878	24	1.3
GS-12 THRU 18	3,093	39	1.3	2,396	18	.8
TOTAL WAGE BOARD....	1,097	51	4.6	1,116	38	3.4
UP THRU $4,499	246			305	2	.7
$4,500 THRU 6,499	268	13	4.9	323	15	4.6
$6,500 THRU 7,999	398	32	8.0	404	21	5.2
$8,000 AND OVER	185	6	3.2	84		
TOTAL POSTAL FIELD SERVICE............	5,985	496	8.3	4,513	300	6.6
PFS-1 THRU 4 *	5,033	433	8.6	3,802	272	7.2
PFS-5 THRU 8	793	63	7.9	594	28	4.7
PFS-9 THRU 11	132			98		
PFS-12 THRU 20	27			19		
TOTAL OTHER PAY PLANS..............	148	5	3.4	211	14	6.6
UP THRU $4,499	62	1	1.6	137	12	8.8
$4,500 THRU 6,499	27	3	11.1	23	2	8.7
$6,500 THRU 7,999	6			4		
$8,000 AND OVER	53	1	1.9	47		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

NOTE: 1965 INFORMATION IS FOR MEXICAN-AMERICAN EMPLOYMENT.

TABLE NUMBER 5-14

SAN ANTONIO, TEXAS
STANDARD METROPOLITAN STATISTICAL AREA

SPANISH-AMERICAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	SPANISH-AMERICAN		EMPLOYMENT	SPANISH-AMERICAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	40,489	15,387	38.0	32,526	11,822	36.3
TOTAL GENERAL SCHEDULE OR SIMILAR	20,933	4,936	23.6	15,946	3,577	22.4
GS-1 THRU 4	6,348	2,375	37.4	4,991	1,748	35.0
GS-5 THRU 8	6,353	1,597	25.1	4,819	1,196	24.8
GS-9 THRU 11	5,970	856	14.3	4,470	569	12.7
GS-12 THRU 18	2,262	108	4.8	1,666	64	3.8
TOTAL WAGE BOARD....	17,230	9,559	55.5	14,749	7,656	51.9
UP THRU $4,499	1,570	1,017	64.8	2,669	1,406	52.7
$4,500 THRU 6,499	8,881	5,437	61.2	10,394	5,769	55.5
$6,500 THRU 7,999	6,089	2,959	48.6	1,476	463	31.4
$8,000 AND OVER	690	146	21.2	210	18	8.6
TOTAL POSTAL FIELD SERVICE............	2,268	880	38.8	1,772	583	32.9
PFS-1 THRU 4 *	1,832	769	42.0	1,470	531	36.1
PFS-5 THRU 8	382	105	27.5	256	48	18.8
PFS-9 THRU 11	46	5	10.9	40	4	10.0
PFS-12 THRU 20	8	1	12.5	6		
TOTAL OTHER PAY PLANS..............	58	12	20.7	59	6	10.2
UP THRU $4,499	15	7	46.7	21	4	19.0
$4,500 THRU 6,499	16	4	25.0	16	2	12.5
$6,500 THRU 7,999	4			5		
$8,000 AND OVER	23	1	4.3	17		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

NOTE: 1965 INFORMATION IS FOR MEXICAN-AMERICAN EMPLOYMENT.

TABLE NUMBER 5-15

NEW YORK, NEW YORK
STANDARD METROPOLITAN STATISTICAL AREA

SPANISH-AMERICAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	SPANISH-AMERICAN		EMPLOYMENT	PUERTO RICAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	122,498	5,383	4.4	123,952	4,314	3.5
TOTAL GENERAL SCHEDULE OR SIMILAR	39,334	880	2.2	43,058	629	1.5
GS-1 THRU 4	11,915	460	3.9	13,055	386	3.0
GS-5 THRU 8	10,209	251	2.5	10,799	179	1.7
GS-9 THRU 11	9,373	99	1.1	11,065	48	.4
GS-12 THRU 18	7,837	70	.9	8,139	16	.2
TOTAL WAGE BOARD....	9,774	872	8.9	17,825	1,211	6.8
UP THRU $4,499	965	244	25.3	2,154	503	23.4
$4,500 THRU 6,499	4,626	498	10.8	6,527	513	7.9
$6,500 THRU 7,999	2,883	97	3.4	7,204	183	2.5
$8,000 AND OVER	1,300	33	2.5	1,940	12	.6
TOTAL POSTAL FIELD SERVICE............	72,098	3,581	5.0	61,674	2,408	3.9
PFS-1 THRU 4 *	65,817	3,458	5.3	55,245	2,313	4.2
PFS-5 THRU 8	4,827	113	2.3	4,933	88	1.8
PFS-9 THRU 11	1,073	7	.7	1,126	4	.4
PFS-12 THRU 20	381	3	.8	370	3	.8
TOTAL OTHER PAY PLANS..............	1,292	50	3.9	1,395	66	4.7
UP THRU $4,499	308	22	7.1	513	45	8.8
$4,500 THRU 6,499	283	10	3.5	367	5	1.4
$6,500 THRU 7,999	124	10	8.1	105	10	9.5
$8,000 AND OVER	577	8	1.4	410	6	1.5

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

INDEX

SPANISH-AMERICAN EMPLOYMENT BY DEPARTMENT AND AGENCY
SUMMARY OF SOUTHWESTERN STATES
(ARIZONA, CALIFORNIA, COLORADO, NEW MEXICO, AND TEXAS)
1967 - 1965

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TABLE NUMBER 6-1

DEPARTMENT OF STATE CONSOLIDATED [1]
SUMMARY OF SELECTED STATES
ARIZONA, CALIFORNIA, COLORADO, NEW MEXICO AND TEXAS

SPANISH-AMERICAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	SPANISH-AMERICAN NUMBER	SPANISH-AMERICAN %	EMPLOYMENT	SPANISH-AMERICAN NUMBER	SPANISH-AMERICAN %
TOTAL ALL PAY PLANS	509	184	36.1	544	204	37.5
TOTAL GENERAL SCHEDULE OR SIMILAR	276	66	23.9	354	71	20.1
GS-1 THRU 4	58	25	43.1	99	33	33.3
GS-5 THRU 8	101	25	24.8	113	24	21.2
GS-9 THRU 11	56	10	17.9	71	11	15.5
GS-12 THRU 18	61	6	9.8	71	3	4.2
TOTAL WAGE BOARD....	156	116	74.4	177	129	72.9
UP THRU $4,499	26	22	84.6	66	57	86.4
$4,500 THRU 6,499	71	60	84.5	76	56	73.7
$6,500 THRU 7,999	46	31	67.4	30	16	53.3
$8,000 AND OVER	13	3	23.1	5		
TOTAL OTHER PAY PLANS..............	77	2	2.6	13	4	30.8
UP THRU $4,499				12	4	33.3
$4,500 THRU 6,499	44	2	4.5			
$6,500 THRU 7,999	9					
$8,000 AND OVER	24			1		

NOTE: 1965 INFORMATION IS FOR MEXICAN-AMERICAN EMPLOYMENT.

[1] INCLUDES AGENCY FOR INTERNATIONAL DEVELOPMENT, PEACE CORPS, AND THE INTERNATIONAL BOUNDARY AND WATER COMMISSION.

TABLE NUMBER 6-2

DEPARTMENT OF THE TREASURY
SUMMARY OF SELECTED STATES
ARIZONA,CALIFORNIA,COLORADO,NEW MEXICO AND TEXAS

SPANISH-AMERICAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	SPANISH-AMERICAN		EMPLOYMENT	SPANISH-AMERICAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	12,655	760	6.0	12,020	618	5.1
TOTAL GENERAL SCHEDULE OR SIMILAR	11,927	629	5.3	11,267	479	4.3
GS-1 THRU 4	2,375	177	7.5	2,548	106	4.2
GS-5 THRU 8	3,491	206	5.9	2,840	156	5.5
GS-9 THRU 11	3,689	194	5.3	3,717	177	4.8
GS-12 THRU 18	2,372	52	2.2	2,162	40	1.9
TOTAL WAGE BOARD....	728	131	18.0	746	138	18.5
UP THRU $4,499	5	1	20.0	169	24	14.2
$4,500 THRU 6,499	358	91	25.4	457	113	24.7
$6,500 THRU 7,999	336	38	11.3	110	1	.9
$8,000 AND OVER	29	1	3.4	10		
TOTAL OTHER PAY PLANS..............				7	1	14.3
UP THRU $4,499				5	1	20.0
$4,500 THRU 6,499				2		
$6,500 THRU 7,999						
$8,000 AND OVER						

NOTE: 1965 INFORMATION IS FOR MEXICAN-AMERICAN EMPLOYMENT; U. S. COAST GUARD TRANSFERRED TO THE DEPARTMENT OF TRANSPORTATION IN APRIL 1967.

TABLE NUMBER 6-3

DEPARTMENT OF DEFENSE, CONSOLIDATED
SUMMARY OF SELECTED STATES
ARIZONA, CALIFORNIA, COLORADO, NEW MEXICO, AND TEXAS

SPANISH-AMERICAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	SPANISH-AMERICAN		EMPLOYMENT	SPANISH-AMERICAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	289,406	37,248	12.9	228,991	27,196	11.9
TOTAL GENERAL SCHEDULE OR SIMILAR	140,641	11,290	8.0	111,868	7,762	6.9
GS-1 THRU 4	48,935	5,626	11.5	37,364	3,839	10.3
GS-5 THRU 8	39,410	3,562	9.0	32,283	2,601	8.1
GS-9 THRU 11	33,427	1,792	5.4	27,148	1,129	4.2
GS-12 THRU 18	18,869	310	1.6	15,073	193	1.3
TOTAL WAGE BOARD....	148,257	25,936	17.5	114,564	19,261	16.8
UP THRU $4,499	4,351	1,794	41.2	5,891	2,258	38.3
$4,500 THRU 6,499	48,510	12,717	26.2	48,679	12,420	25.5
$6,500 THRU 7,999	73,156	10,072	13.8	49,428	4,291	8.7
$8,000 AND OVER	22,240	1,353	6.1	10,566	292	2.8
TOTAL OTHER PAY PLANS...............	508	22	4.3	2,559	173	6.8
UP THRU $4,499	131	14	10.7	2,167	166	7.7
$4,500 THRU 6,499	51	5	9.8	40	5	12.5
$6,500 THRU 7,999	19	...	...	73	1	1.4
$8,000 AND OVER	307	3	1.0	279	1	.4

NOTE: 1965 INFORMATION IS FOR MEXICAN-AMERICAN EMPLOYMENT.

TABLE NUMBER 6-4

OFFICE OF SECRETARY OF DEFENSE AND OTHER DEFENSE ACTIVITIES
SUMMARY OF SELECTED STATES
ARIZONA, CALIFORNIA, COLORADO, NEW MEXICO AND TEXAS

SPANISH-AMERICAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	SPANISH-AMERICAN		EMPLOYMENT	SPANISH-AMERICAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	10,797	1,113	10.3	4,185	651	15.6
TOTAL GENERAL SCHEDULE OR SIMILAR	8,295	460	5.5	2,656	191	7.2
GS-1 THRU 4	1,943	216	11.1	950	109	11.5
GS-5 THRU 8	2,033	139	6.8	790	68	8.6
GS-9 THRU 11	2,937	88	3.0	628	13	2.1
GS-12 THRU 18	1,382	17	1.2	288	1	.3
TOTAL WAGE BOARD....	2,502	653	26.1	1,450	428	29.5
UP THRU $4,499	29	16	55.2	35	28	80.0
$4,500 THRU 6,499	1,488	423	28.4	967	312	32.3
$6,500 THRU 7,999	791	186	23.5	359	81	22.6
$8,000 AND OVER	194	28	14.4	89	7	7.9
TOTAL OTHER PAY PLANS..............				79	32	40.5
UP THRU $4,499				77	30	39.0
$4,500 THRU 6,499				2	2	100.0
$6,500 THRU 7,999						
$8,000 AND OVER						

NOTE: 1965 INFORMATION IS FOR MEXICAN-AMERICAN EMPLOYMENT.

TABLE NUMBER 6-5

DEPARTMENT OF THE ARMY
SUMMARY OF SELECTED STATES
ARIZONA, CALIFORNIA, COLORADO, NEW MEXICO AND TEXAS

SPANISH-AMERICAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	SPANISH-AMERICAN		EMPLOYMENT	SPANISH-AMERICAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	72,597	11,995	16.5	51,057	7,657	15.0
TOTAL GENERAL SCHEDULE OR SIMILAR	39,275	3,963	10.1	28,653	2,403	8.4
GS-1 THRU 4	15,379	2,123	13.8	9,549	1,135	11.9
GS-5 THRU 8	11,784	1,185	10.1	9,130	859	9.4
GS-9 THRU 11	8,013	545	6.8	6,555	333	5.1
GS-12 THRU 18	4,099	110	2.7	3,419	76	2.2
TOTAL WAGE BOARD....	33,278	8,031	24.1	21,783	5,146	23.6
UP THRU $4,499	2,360	821	34.8	2,762	842	30.5
$4,500 THRU 6,499	16,087	4,421	27.5	10,581	2,951	27.9
$6,500 THRU 7,999	11,316	2,356	20.8	7,155	1,275	17.8
$8,000 AND OVER	3,515	433	12.3	1,285	78	6.1
TOTAL OTHER PAY PLANS..............	44	1	2.3	621	108	17.4
UP THRU $4,499	14	1	7.1	601	108	18.0
$4,500 THRU 6,499						
$6,500 THRU 7,999	8			6		
$8,000 AND OVER	22			14		

NOTE: 1965 INFORMATION IS FOR MEXICAN-AMERICAN EMPLOYMENT.

TABLE NUMBER 6-6

DEPARTMENT OF THE NAVY
SUMMARY OF SELECTED STATES
ARIZONA, CALIFORNIA, COLORADO, NEW MEXICO AND TEXAS

SPANISH-AMERICAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	SPANISH-AMERICAN		EMPLOYMENT	SPANISH-AMERICAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	107,705	6,159	5.7	83,053	4,070	4.9
TOTAL GENERAL SCHEDULE OR SIMILAR	40,201	1,341	3.3	31,319	740	2.4
GS-1 THRU 4	14,506	709	4.9	10,316	370	3.6
GS-5 THRU 8	10,001	363	3.6	8,016	211	2.6
GS-9 THRU 11	9,027	225	2.5	7,653	139	1.8
GS-12 THRU 18	6,667	44	.7	5,334	20	.4
TOTAL WAGE BOARD....	67,248	4,813	7.2	51,536	3,329	6.5
UP THRU $4,499	407	97	23.8	313	45	14.4
$4,500 THRU 6,499	14,034	1,217	8.7	16,060	1,605	10.0
$6,500 THRU 7,999	40,187	3,009	7.5	28,507	1,559	5.5
$8,000 AND OVER	12,620	490	3.9	6,656	120	1.8
TOTAL OTHER PAY PLANS..............	256	5	2.0	198	1	.5
UP THRU $4,499						
$4,500 THRU 6,499	16	3	18.8	2		
$6,500 THRU 7,999	1					
$8,000 AND OVER	239	2	.8	196	1	.5

NOTE: 1965 INFORMATION IS FOR MEXICAN-AMERICAN EMPLOYMENT.

TABLE NUMBER 6-7

DEPARTMENT OF THE AIR FORCE
SUMMARY OF SELECTED STATES
ARIZONA,CALIFORNIA,COLORADO,NEW MEXICO AND TEXAS

SPANISH-AMERICAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	SPANISH-AMERICAN		EMPLOYMENT	SPANISH-AMERICAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	98,307	17,981	18.3	90,696	14,818	16.3
TOTAL GENERAL SCHEDULE OR SIMILAR	52,870	5,526	10.5	49,240	4,428	9.0
GS-1 THRU 4	17,107	2,578	15.1	16,549	2,225	13.4
GS-5 THRU 8	15,592	1,875	12.0	14,347	1,463	10.2
GS-9 THRU 11	13,450	934	6.9	12,312	644	5.2
GS-12 THRU 18	6,721	139	2.1	6,032	96	1.6
TOTAL WAGE BOARD....	45,229	12,439	27.5	39,795	10,358	26.0
UP THRU $4,499	1,555	860	55.3	2,781	1,343	48.3
$4,500 THRU 6,499	16,901	6,656	39.4	21,071	7,552	35.8
$6,500 THRU 7,999	20,862	4,521	21.7	13,407	1,376	10.3
$8,000 AND OVER	5,911	402	6.8	2,536	87	3.4
TOTAL OTHER PAY PLANS..............	208	16	7.7	1,661	32	1.9
UP THRU $4,499	117	13	11.1	1,489	28	1.9
$4,500 THRU 6,499	35	2	5.7	36	3	8.3
$6,500 THRU 7,999	10			67	1	1.5
$8,000 AND OVER	46	1	2.2	69		

NOTE: 1965 INFORMATION IS FOR MEXICAN-AMERICAN EMPLOYMENT.

TABLE NUMBER 6-8

DEPARTMENT OF JUSTICE
SUMMARY OF SELECTED STATES
ARIZONA,CALIFORNIA,COLORADO,NEW MEXICO AND TEXAS

SPANISH-AMERICAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	SPANISH-AMERICAN		EMPLOYMENT	SPANISH-AMERICAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	6,079	448	7.4	5,738	347	6.0
TOTAL GENERAL SCHEDULE OR SIMILAR	5,608	400	7.1	5,250	307	5.8
GS-1 THRU 4	823	136	16.5	789	106	13.4
GS-5 THRU 8	2,280	219	9.6	2,203	168	7.6
GS-9 THRU 11	1,437	36	2.5	1,280	27	2.1
GS-12 THRU 18	1,068	9	.8	978	6	.6
TOTAL WAGE BOARD....	321	44	13.7	338	35	10.4
UP THRU $4,499	5	4	80.0	8	8	100.0
$4,500 THRU 6,499	35	16	45.7	44	20	45.5
$6,500 THRU 7,999	72	15	20.8	137	7	5.1
$8,000 AND OVER	209	9	4.3	149		
TOTAL OTHER PAY PLANS..............	150	4	2.7	150	5	3.3
UP THRU $4,499				10		
$4,500 THRU 6,499						
$6,500 THRU 7,999	3			13	1	7.7
$8,000 AND OVER	147	4	2.7	127	4	3.1

NOTE: 1965 INFORMATION IS FOR MEXICAN-AMERICAN EMPLOYMENT.

TABLE NUMBER 6-9

POST OFFICE DEPARTMENT
SUMMARY OF SELECTED STATES
ARIZONA, CALIFORNIA, COLORADO, NEW MEXICO AND TEXAS

SPANISH-AMERICAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	SPANISH-AMERICAN		EMPLOYMENT	SPANISH-AMERICAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	121,448	9,454	7.8	95,306	5,190	5.4
TOTAL GENERAL SCHEDULE OR SIMILAR						
GS-1 THRU 4						
GS-5 THRU 8						
GS-9 THRU 11						
GS-12 THRU 18						
TOTAL WAGE BOARD....						
UP THRU $4,499						
$4,500 THRU 6,499						
$6,500 THRU 7,999						
$8,000 AND OVER						
TOTAL POSTAL FIELD SERVICE...........	121,448	9,454	7.8	95,306	5,190	5.4
PFS-1 THRU 4 *	104,297	8,577	8.2	81,107	4,763	5.9
PFS-5 THRU 8	13,535	782	5.8	11,175	367	3.3
PFS-9 THRU 11	2,734	70	2.6	2,296	48	2.1
PFS-12 THRU 20	882	25	2.8	728	12	1.6
TOTAL OTHER PAY PLANS.............						
UP THRU $4,499						
$4,500 THRU 6,499						
$6,500 THRU 7,999						
$8,000 AND OVER						

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

NOTE: 1965 INFORMATION IS FOR MEXICAN-AMERICAN EMPLOYMENT.

TABLE NUMBER 6-10

DEPARTMENT OF THE INTERIOR
SUMMARY OF SELECTED STATES
ARIZONA,CALIFORNIA,COLORADO,NEW MEXICO AND TEXAS

SPANISH-AMERICAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	SPANISH-AMERICAN		EMPLOYMENT	SPANISH-AMERICAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	23,048	1,082	4.7	21,975	900	4.1
TOTAL GENERAL SCHEDULE OR SIMILAR	18,303	712	3.9	17,212	534	3.1
GS-1 THRU 4	4,379	305	7.0	4,647	259	5.6
GS-5 THRU 8	4,987	242	4.9	5,013	170	3.4
GS-9 THRU 11	5,290	130	2.5	4,626	80	1.7
GS-12 THRU 18	3,647	35	1.0	2,926	25	.9
TOTAL WAGE BOARD....	4,687	367	7.8	4,707	364	7.7
UP THRU $4,499	254	75	29.5	631	154	24.4
$4,500 THRU 6,499	1,882	184	9.8	2,456	161	6.6
$6,500 THRU 7,999	1,532	72	4.7	1,092	33	3.0
$8,000 AND OVER	1,019	36	3.5	528	16	3.0
TOTAL OTHER PAY PLANS..............	58	3	5.2	56	2	3.6
UP THRU $4,499	4			18		
$4,500 THRU 6,499	30	3	10.0	36	2	5.6
$6,500 THRU 7,999	19			1		
$8,000 AND OVER	5			1		

NOTE: 1965 INFORMATION IS FOR MEXICAN-AMERICAN EMPLOYMENT.

TABLE NUMBER 6-11

DEPARTMENT OF AGRICULTURE
SUMMARY OF SELECTED STATES
ARIZONA,CALIFORNIA,COLORADO,NEW MEXICO AND TEXAS

SPANISH-AMERICAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	SPANISH-AMERICAN		EMPLOYMENT	SPANISH-AMERICAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	16,689	1,251	7.5	19,184	1,143	6.0
TOTAL GENERAL SCHEDULE OR SIMILAR	14,913	786	5.3	16,418	616	3.8
GS-1 THRU 4	3,079	355	11.5	5,402	330	6.1
GS-5 THRU 8	5,079	327	6.4	5,191	227	4.4
GS-9 THRU 11	4,636	93	2.0	4,045	51	1.3
GS-12 THRU 18	2,119	11	.5	1,780	8	.4
TOTAL WAGE BOARD....	1,586	457	28.8	2,361	496	21.0
UP THRU $4,499	296	209	70.6	951	354	37.2
$4,500 THRU 6,499	698	194	27.8	1,033	134	13.0
$6,500 THRU 7,999	475	53	11.2	325	8	2.5
$8,000 AND OVER	117	1	.9	52		
TOTAL OTHER PAY PLANS..............	190	8	4.2	405	31	7.7
UP THRU $4,499	12	2	16.7	223	28	12.6
$4,500 THRU 6,499	78	3	3.8	115	2	1.7
$6,500 THRU 7,999	58	1	1.7	29	1	3.4
$8,000 AND OVER	42	2	4.8	38		

NOTE: 1965 INFORMATION IS FOR MEXICAN-AMERICAN EMPLOYMENT.

TABLE NUMBER 6-12

DEPARTMENT OF COMMERCE
SUMMARY OF SELECTED STATES
ARIZONA,CALIFORNIA,COLORADO,NEW MEXICO AND TEXAS

SPANISH-AMERICAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	SPANISH-AMERICAN		EMPLOYMENT	SPANISH-AMERICAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	3,020	58	1.9	3,798	67	1.8
TOTAL GENERAL SCHEDULE OR SIMILAR	2,607	46	1.8	3,238	48	1.5
GS-1 THRU 4	289	5	1.7	578	18	3.1
GS-5 THRU 8	652	18	2.8	832	13	1.6
GS-9 THRU 11	856	18	2.1	980	12	1.2
GS-12 THRU 18	810	5	.6	848	5	.6
TOTAL WAGE BOARD....	381	12	3.1	393	6	1.5
UP THRU $4,499				4		
$4,500 THRU 6,499	158	6	3.8	236	4	1.7
$6,500 THRU 7,999	153	6	3.9	106	2	1.9
$8,000 AND OVER	70			47		
TOTAL OTHER PAY PLANS..............	32			167	13	7.8
UP THRU $4,499	5			100	11	11.0
$4,500 THRU 6,499	10			40	1	2.5
$6,500 THRU 7,999	8			11		
$8,000 AND OVER	9			16	1	6.3

NOTE: 1965 INFORMATION IS FOR MEXICAN-AMERICAN EMPLOYMENT; EMPLOYMENT AFFECTED BY MASS TRANSFERS TO THE DEPARTMENT OF TRANSPORTATION, INCLUDING THE BUREAU OF PUBLIC ROADS, IN APRIL 1967.

TABLE NUMBER 6-13

DEPARTMENT OF LABOR
SUMMARY OF SELECTED STATES
ARIZONA, CALIFORNIA, COLORADO, NEW MEXICO AND TEXAS

SPANISH-AMERICAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	SPANISH-AMERICAN		EMPLOYMENT	SPANISH-AMERICAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	898	57	6.3	813	31	3.8
TOTAL GENERAL SCHEDULE OR SIMILAR	898	57	6.3	797	30	3.8
GS-1 THRU 4	132	9	6.8	120	2	1.7
GS-5 THRU 8	243	12	4.9	199	6	3.0
GS-9 THRU 11	214	23	10.7	236	19	8.1
GS-12 THRU 18	309	13	4.2	242	3	1.2
TOTAL WAGE BOARD....						
UP THRU $4,499						
$4,500 THRU 6,499						
$6,500 THRU 7,999						
$8,000 AND OVER						
TOTAL OTHER PAY PLANS..............				16	1	6.3
UP THRU $4,499				16	1	6.3
$4,500 THRU 6,499						
$6,500 THRU 7,999						
$8,000 AND OVER						

NOTE: 1965 INFORMATION IS FOR MEXICAN-AMERICAN EMPLOYMENT.

TABLE NUMBER 6-14

DEPARTMENT OF HEALTH, EDUCATION AND WELFARE
SUMMARY OF SELECTED STATES
ARIZONA, CALIFORNIA, COLORADO, NEW MEXICO AND TEXAS

SPANISH-AMERICAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	SPANISH-AMERICAN		EMPLOYMENT	SPANISH-AMERICAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	11,991	590	4.9	9,534	394	4.1
TOTAL GENERAL SCHEDULE OR SIMILAR	10,276	558	5.4	7,924	364	4.6
GS-1 THRU 4	3,798	259	6.8	2,912	180	6.2
GS-5 THRU 8	3,232	192	5.9	2,119	77	3.6
GS-9 THRU 11	2,313	94	4.1	2,238	104	4.6
GS-12 THRU 18	933	13	1.4	655	3	.5
TOTAL WAGE BOARD....	780	27	3.5	731	12	1.6
UP THRU $4,499	80	5	6.3	121	2	1.7
$4,500 THRU 6,499	474	6	1.3	488	4	.8
$6,500 THRU 7,999	196	12	6.1	118	6	5.1
$8,000 AND OVER	30	4	13.3	4		
TOTAL OTHER PAY PLANS..............	935	5	.5	879	18	2.0
UP THRU $4,499	11	2	18.2	105	16	15.2
$4,500 THRU 6,499	35	1	2.9	133	2	1.5
$6,500 THRU 7,999	41			54		
$8,000 AND OVER	848	2	.2	587		

NOTE: 1965 INFORMATION IS FOR MEXICAN-AMERICAN EMPLOYMENT.

TABLE NUMBER 6-15

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT [1/]
SUMMARY OF SELECTED STATES
ARIZONA,CALIFORNIA,COLORADO,NEW MEXICO AND TEXAS

SPANISH-AMERICAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	SPANISH-AMERICAN		EMPLOYMENT	SPANISH-AMERICAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	2,857	81	2.8	2,671	56	2.1
TOTAL GENERAL SCHEDULE OR SIMILAR	2,856	80	2.8	2,637	55	2.1
GS-1 THRU 4	578	31	5.4	586	28	4.8
GS-5 THRU 8	600	17	2.8	506	8	1.6
GS-9 THRU 11	984	23	2.3	976	17	1.7
GS-12 THRU 18	694	9	1.3	569	2	.4
TOTAL WAGE BOARD....	1	1	100.0	34	1	2.9
UP THRU $4,499				34	1	2.9
$4,500 THRU 6,499	1	1	100.0			
$6,500 THRU 7,999						
$8,000 AND OVER						
TOTAL OTHER PAY PLANS.............						
UP THRU $4,499						
$4,500 THRU 6,499						
$6,500 THRU 7,999						
$8,000 AND OVER						

NOTE: 1965 INFORMATION IS FOR MEXICAN-AMERICAN EMPLOYMENT.

[1/] FORMERLY HOUSING AND HOME FINANCE AGENCY.

TABLE NUMBER 6-16

DEPARTMENT OF TRANSPORTATION
SUMMARY OF SELECTED STATES
ARIZONA,CALIFORNIA,COLORADO,NEW MEXICO AND TEXAS

SPANISH-AMERICAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	SPANISH-AMERICAN		EMPLOYMENT	SPANISH-AMERICAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	10,307	330	3.2			
TOTAL GENERAL SCHEDULE OR SIMILAR	9,840	285	2.9			
GS-1 THRU 4	648	51	7.9			
GS-5 THRU 8	1,817	74	4.1			
GS-9 THRU 11	3,337	118	3.5			
GS-12 THRU 18	4,038	42	1.0			
TOTAL WAGE BOARD....	348	24	6.9			
UP THRU $4,499	9	1	11.1			
$4,500 THRU 6,499	58	12	20.7			
$6,500 THRU 7,999	187	10	5.3			
$8,000 AND OVER	94	1	1.1			
TOTAL OTHER PAY PLANS..............	119	21	17.6			
UP THRU $4,499	114	21	18.4			
$4,500 THRU 6,499	5					
$6,500 THRU 7,999						
$8,000 AND OVER						

NOTE

The Department of Transportation was activated in April 1967.

Portions of the following departments and agencies were transferred to the Department of Transportation:

Treasury Department
Department of Commerce
Department of the Interior
Interstate Commerce Commission
Civil Aeronautics Board

The Federal Aviation Agency and the St. Lawrence Seaway Development Corporation were transferred in their entirety to the new Department.

NOTE: 1965 INFORMATION IS FOR MEXICAN-AMERICAN EMPLOYMENT.

TABLE NUMBER 6-17

ATOMIC ENERGY COMMISSION
SUMMARY OF SELECTED STATES
ARIZONA, CALIFORNIA, COLORADO, NEW MEXICO AND TEXAS

SPANISH-AMERICAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	SPANISH-AMERICAN		EMPLOYMENT	SPANISH-AMERICAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	1,570	231	14.7	1,647	171	10.4
TOTAL GENERAL SCHEDULE OR SIMILAR	1,520	212	13.9	1,614	169	10.5
GS-1 THRU 4	185	66	35.7	190	53	27.9
GS-5 THRU 8	586	127	21.7	637	100	15.7
GS-9 THRU 11	187	10	5.3	233	14	6.0
GS-12 THRU 18	562	9	1.6	554	2	.4
TOTAL WAGE BOARD....	25	19	76.0	5	1	20.0
UP THRU $4,499	12	12	100.0			
$4,500 THRU 6,499	7	6	85.7	4	1	25.0
$6,500 THRU 7,999	4	1	25.0	1		
$8,000 AND OVER	2					
TOTAL OTHER PAY PLANS.............	25			28	1	3.6
UP THRU $4,499				7	1	14.3
$4,500 THRU 6,499						
$6,500 THRU 7,999	3			16		
$8,000 AND OVER	22			5		

NOTE: 1965 INFORMATION IS FOR MEXICAN-AMERICAN EMPLOYMENT.

TABLE NUMBER 6-18

CIVIL SERVICE COMMISSION
SUMMARY OF SELECTED STATES
ARIZONA,CALIFORNIA,COLORADO,NEW MEXICO AND TEXAS

SPANISH-AMERICAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	SPANISH-AMERICAN		EMPLOYMENT	SPANISH-AMERICAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	922	71	7.7	516	3	.6
TOTAL GENERAL SCHEDULE OR SIMILAR	922	71	7.7	508	3	.6
GS-1 THRU 4	384	46	12.0	161	2	1.2
GS-5 THRU 8	164	11	6.7	61		
GS-9 THRU 11	251	10	4.0	202	1	.5
GS-12 THRU 18	123	4	3.3	84		
TOTAL WAGE BOARD....						
UP THRU $4,499						
$4,500 THRU 6,499						
$6,500 THRU 7,999						
$8,000 AND OVER						
TOTAL OTHER PAY PLANS..............				8		
UP THRU $4,499				8		
$4,500 THRU 6,499						
$6,500 THRU 7,999						
$8,000 AND OVER						

NOTE: 1965 INFORMATION IS FOR MEXICAN-AMERICAN EMPLOYMENT.

TABLE NUMBER 6-19

GENERAL ACCOUNTING OFFICE
SUMMARY OF SELECTED STATES
ARIZONA,CALIFORNIA,COLORADO,NEW MEXICO AND TEXAS

SPANISH-AMERICAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	SPANISH-AMERICAN		EMPLOYMENT	SPANISH-AMERICAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	450	15	3.3	439	11	2.5
TOTAL GENERAL SCHEDULE OR SIMILAR	450	15	3.3	439	11	2.5
GS-1 THRU 4	23	1	4.3	27	3	11.1
GS-5 THRU 8	120	3	2.5	126	2	1.6
GS-9 THRU 11	141	5	3.5	155	3	1.9
GS-12 THRU 18	166	6	3.6	131	3	2.3
TOTAL WAGE BOARD....						
UP THRU $4,499						
$4,500 THRU 6,499						
$6,500 THRU 7,999						
$8,000 AND OVER						
TOTAL OTHER PAY PLANS..............						
UP THRU $4,499						
$4,500 THRU 6,499						
$6,500 THRU 7,999						
$8,000 AND OVER						

NOTE: 1965 INFORMATION IS FOR MEXICAN-AMERICAN EMPLOYMENT.

TABLE NUMBER 6-20

GENERAL SERVICES ADMINISTRATION
SUMMARY OF SELECTED STATES
ARIZONA, CALIFORNIA, COLORADO, NEW MEXICO AND TEXAS

SPANISH-AMERICAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	SPANISH-AMERICAN		EMPLOYMENT	SPANISH-AMERICAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	6,629	618	9.3	5,582	434	7.8
TOTAL GENERAL SCHEDULE OR SIMILAR	3,454	146	4.2	2,823	94	3.3
GS-1 THRU 4	1,287	74	5.7	1,137	47	4.1
GS-5 THRU 8	1,010	43	4.3	768	26	3.4
GS-9 THRU 11	610	22	3.6	521	16	3.1
GS-12 THRU 18	547	7	1.3	397	5	1.3
TOTAL WAGE BOARD....	3,173	472	14.9	2,759	340	12.3
UP THRU $4,499	657	174	26.5	737	181	24.6
$4,500 THRU 6,499	1,443	191	13.2	1,447	131	9.1
$6,500 THRU 7,999	930	98	10.5	263	14	5.3
$8,000 AND OVER	143	9	6.3	312	14	4.5
TOTAL OTHER PAY PLANS..............	2					
UP THRU $4,499						
$4,500 THRU 6,499						
$6,500 THRU 7,999						
$8,000 AND OVER	2					

NOTE: 1965 INFORMATION IS FOR MEXICAN-AMERICAN EMPLOYMENT.

TABLE NUMBER 6-21

NATIONAL AERONAUTICS AND SPACE ADMINISTRATION
SUMMARY OF SELECTED STATES
ARIZONA,CALIFORNIA,COLORADO,NEW MEXICO AND TEXAS

SPANISH-AMERICAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	SPANISH-AMERICAN		EMPLOYMENT	SPANISH-AMERICAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	7,925	193	2.4	7,942	124	1.6
TOTAL GENERAL SCHEDULE OR SIMILAR	6,789	138	2.0	6,459	71	1.1
GS-1 THRU 4	676	22	3.3	939	24	2.6
GS-5 THRU 8	1,060	33	3.1	1,106	15	1.4
GS-9 THRU 11	1,444	39	2.7	1,451	15	1.0
GS-12 THRU 18	3,609	44	1.2	2,963	17	.6
TOTAL WAGE BOARD....	1,077	55	5.1	1,179	41	3.5
UP THRU $4,499				19		
$4,500 THRU 6,499	124	12	9.7	286	13	4.5
$6,500 THRU 7,999	234	12	5.1	463	20	4.3
$8,000 AND OVER	719	31	4.3	411	8	1.9
TOTAL OTHER PAY PLANS.............	59			304	12	3.9
UP THRU $4,499				141	11	7.8
$4,500 THRU 6,499						
$6,500 THRU 7,999				8		
$8,000 AND OVER	59			155	1	.6

NOTE: 1965 INFORMATION IS FOR MEXICAN-AMERICAN EMPLOYMENT.

TABLE NUMBER 6-22

NATIONAL LABOR RELATIONS BOARD
SUMMARY OF SELECTED STATES
ARIZONA, CALIFORNIA, COLORADO, NEW MEXICO AND TEXAS

SPANISH-AMERICAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	SPANISH-AMERICAN		EMPLOYMENT	SPANISH-AMERICAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	369	15	4.1	325	11	3.4
TOTAL GENERAL SCHEDULE OR SIMILAR	369	15	4.1	318	7	2.2
GS-1 THRU 4	65	8	12.3	64	3	4.7
GS-5 THRU 8	70	3	4.3	70	2	2.9
GS-9 THRU 11	81	3	3.7	53	2	3.8
GS-12 THRU 18	153	1	.7	131		
TOTAL WAGE BOARD....						
UP THRU $4,499						
$4,500 THRU 6,499						
$6,500 THRU 7,999						
$8,000 AND OVER						
TOTAL OTHER PAY PLANS.............				7	4	57.1
UP THRU $4,499				7	4	57.1
$4,500 THRU 6,499						
$6,500 THRU 7,999						
$8,000 AND OVER						

NOTE: 1965 INFORMATION IS FOR MEXICAN-AMERICAN EMPLOYMENT.

TABLE NUMBER 6-23

OFFICE OF ECONOMIC OPPORTUNITY
SUMMARY OF SELECTED STATES
ARIZONA,CALIFORNIA,COLORADO,NEW MEXICO AND TEXAS

SPANISH-AMERICAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	SPANISH-AMERICAN		EMPLOYMENT	SPANISH-AMERICAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	409	31	7.6	21	2	9.5
TOTAL GENERAL SCHEDULE OR SIMILAR	409	31	7.6	20	2	10.0
GS-1 THRU 4	86	10	11.6	1		
GS-5 THRU 8	123	5	4.1	9	1	11.1
GS-9 THRU 11	78	6	7.7	4	1	25.0
GS-12 THRU 18	122	10	8.2	6		
TOTAL WAGE BOARD....						
UP THRU $4,499						
$4,500 THRU 6,499						
$6,500 THRU 7,999						
$8,000 AND OVER						
TOTAL OTHER PAY PLANS..............				1		
UP THRU $4,499						
$4,500 THRU 6,499						
$6,500 THRU 7,999						
$8,000 AND OVER				1		

NOTE: 1965 INFORMATION IS FOR MEXICAN-AMERICAN EMPLOYMENT.

TABLE NUMBER 6-24

SELECTIVE SERVICE SYSTEM
SUMMARY OF SELECTED STATES
ARIZONA, CALIFORNIA, COLORADO, NEW MEXICO AND TEXAS

SPANISH-AMERICAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	SPANISH-AMERICAN		EMPLOYMENT	SPANISH-AMERICAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	1,146	111	9.7	872	56	6.4
TOTAL GENERAL SCHEDULE OR SIMILAR	142	13	9.2	119	3	2.5
GS-1 THRU 4	87	11	12.6	62	3	4.8
GS-5 THRU 8	44	2	4.5	48		
GS-9 THRU 11	7			7		
GS-12 THRU 18	4			2		
TOTAL WAGE BOARD....						
UP THRU $4,499						
$4,500 THRU 6,499						
$6,500 THRU 7,999						
$8,000 AND OVER						
TOTAL OTHER PAY PLANS..............	1,004	98	9.8	753	53	7.0
UP THRU $4,499	403	53	13.2	357	31	8.7
$4,500 THRU 6,499	558	44	7.9	371	22	5.9
$6,500 THRU 7,999	39	1	2.6	22		
$8,000 AND OVER	4			3		

NOTE: 1965 INFORMATION IS FOR MEXICAN-AMERICAN EMPLOYMENT.

TABLE NUMBER 6-25

SMALL BUSINESS ADMINISTRATION
SUMMARY OF SELECTED STATES
ARIZONA,CALIFORNIA,COLORADO,NEW MEXICO AND TEXAS

SPANISH-AMERICAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	SPANISH-AMERICAN		EMPLOYMENT	SPANISH-AMERICAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	894	73	8.2	611	18	2.9
TOTAL GENERAL SCHEDULE OR SIMILAR	894	73	8.2	604	18	3.0
GS-1 THRU 4	309	53	17.2	184	13	7.1
GS-5 THRU 8	181	11	6.1	130	3	2.3
GS-9 THRU 11	131	5	3.8	90	1	1.1
GS-12 THRU 18	273	4	1.5	200	1	.5
TOTAL WAGE BOARD....				1		
UP THRU $4,499				1		
$4,500 THRU 6,499						
$6,500 THRU 7,999						
$8,000 AND OVER						
TOTAL OTHER PAY PLANS..............				6		
UP THRU $4,499				6		
$4,500 THRU 6,499						
$6,500 THRU 7,999						
$8,000 AND OVER						

NOTE: 1965 INFORMATION IS FOR MEXICAN-AMERICAN EMPLOYMENT.

TABLE NUMBER 6-26

VETERANS ADMINISTRATION
SUMMARY OF SELECTED STATES
ARIZONA,CALIFORNIA,COLORADO,NEW MEXICO AND TEXAS

SPANISH-AMERICAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	SPANISH-AMERICAN		EMPLOYMENT	SPANISH-AMERICAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	25,252	1,608	6.4	24,529	1,529	6.2
TOTAL GENERAL SCHEDULE OR SIMILAR	19,583	1,022	5.2	18,393	891	4.8
GS-1 THRU 4	8,451	648	7.7	8,333	619	7.4
GS-5 THRU 8	5,060	237	4.7	5,217	205	3.9
GS-9 THRU 11	3,717	69	1.9	2,704	40	1.5
GS-12 THRU 18	2,355	68	2.9	2,139	27	1.3
TOTAL WAGE BOARD....	5,244	565	10.8	5,440	583	10.7
UP THRU $4,499	1,590	210	13.2	1,847	301	16.3
$4,500 THRU 6,499	2,325	258	11.1	2,595	230	8.9
$6,500 THRU 7,999	1,006	87	8.6	868	51	5.9
$8,000 AND OVER	323	10	3.1	130	1	.8
TOTAL OTHER PAY PLANS..............	425	21	4.9	696	55	7.9
UP THRU $4,499	325	17	5.2	623	53	8.5
$4,500 THRU 6,499	67	4	6.0	43	1	2.3
$6,500 THRU 7,999	9			11		
$8,000 AND OVER	24			19	1	5.3

NOTE: 1965 INFORMATION IS FOR MEXICAN-AMERICAN EMPLOYMENT.

INDEX

ORIENTAL EMPLOYMENT

Table	WORLD WIDE
7- 1	1967-1966
	BY SELECTED AREAS, 1967 - 1965
7- 2	Summary (California, Oregon, and Washington)
7- 3	California
7- 4	Los Angeles-Long Beach, California
7- 5	San Francisco-Oakland, California
7- 6	Oregon
7- 7	Washington

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TABLE NUMBER 7-1

SUMMARY, ALL AGENCIES

WORLD WIDE

ORIENTAL EMPLOYMENT
NOVEMBER 1967 AND JUNE 1966

PAY CATEGORY	1967			1966 **		
	EMPLOYMENT	ORIENTAL		EMPLOYMENT	ORIENTAL	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	2,621,939	20,416	.8	2,303,906	16,563	.7
TOTAL GENERAL SCHEDULE OR SIMILAR	1,270,051	9,269	.7	1,126,985	8,224	.7
GS-1 THRU 4	369,968	2,078	.6	352,514	2,039	.6
GS-5 THRU 8	349,020	2,790	.8	309,754	2,478	.8
GS-9 THRU 11	296,560	2,630	.9	254,635	2,243	.9
GS-12 THRU 18	254,503	1,771	.7	210,082	1,464	.7
TOTAL WAGE BOARD....	596,647	6,928	1.2	537,681	4,904	.9
UP THRU $4,499	45,023	416	.9	78,587	645	.8
$4,500 THRU 6,499	235,082	2,320	1.0	233,096	1,621	.7
$6,500 THRU 7,999	233,218	3,088	1.3	172,490	1,938	1.1
$8,000 AND OVER	83,324	1,104	1.3	53,508	700	1.3
TOTAL POSTAL FIELD SERVICE...........	698,346	3,758	.5	594,220	3,044	.5
PFS-1 THRU 4 *	601,160	3,337	.6	507,602	2,795	.6
PFS-5 THRU 8	77,746	374	.5	69,225	229	.3
PFS-9 THRU 11	14,985	39	.3	13,514	16	.1
PFS-12 THRU 20	4,455	8	.2	3,879	4	.1
TOTAL OTHER PAY PLANS.............	56,895	461	.8	45,020	391	.9
UP THRU $4,499	6,523	28	.4	11,927	119	1.0
$4,500 THRU 6,499	10,970	145	1.3	9,843	104	1.1
$6,500 THRU 7,999	7,107	101	1.4	4,176	37	.9
$8,000 AND OVER	32,295	187	.6	19,074	131	.7

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

** OF 2,511,052 EMPLOYEES, 207,146 (8.2 PERCENT) ARE UNIDENTIFIED.

TABLE NUMBER 7-2

SUMMARY OF SELECTED STATES
CALIFORNIA, OREGON, AND WASHINGTON

ORIENTAL EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	ORIENTAL		EMPLOYMENT	ORIENTAL	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	388,979	12,611	3.2	318,612	9,693	3.0
TOTAL GENERAL SCHEDULE OR SIMILAR	165,487	4,521	2.7	143,401	3,512	2.4
GS-1 THRU 4	49,035	1,254	2.6	43,896	1,027	2.3
GS-5 THRU 8	45,486	1,567	3.4	39,223	1,187	3.0
GS-9 THRU 11	42,395	1,151	2.7	36,600	956	2.6
GS-12 THRU 18	28,571	549	1.9	23,682	342	1.4
TOTAL WAGE BOARD....	128,311	4,833	3.8	100,943	3,804	3.8
UP THRU $4,499	1,630	130	8.0	3,052	88	2.9
$4,500 THRU 6,499	33,612	1,823	5.4	34,700	1,938	5.6
$6,500 THRU 7,999	68,619	2,414	3.5	50,150	1,600	3.2
$8,000 AND OVER	24,450	466	1.9	13,041	178	1.4
TOTAL POSTAL FIELD SERVICE............	92,378	3,172	3.4	70,058	2,249	3.2
PFS-1 THRU 4 *	80,267	2,805	3.5	60,657	2,106	3.5
PFS-5 THRU 8	9,577	330	3.4	7,234	131	1.8
PFS-9 THRU 11	1,901	33	1.7	1,617	10	.6
PFS-12 THRU 20	633	4	.6	550	2	.4
TOTAL OTHER PAY PLANS..............	2,803	85	3.0	4,210	128	3.0
UP THRU $4,499	747	12	1.6	2,341	74	3.2
$4,500 THRU 6,499	761	46	6.0	752	43	5.7
$6,500 THRU 7,999	252	18	7.1	246	6	2.4
$8,000 AND OVER	1,043	9	.9	871	5	.6

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 7-3

CALIFORNIA

ORIENTAL EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	ORIENTAL		EMPLOYMENT	ORIENTAL	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	311,484	11,517	3.7	248,415	8,768	3.5
TOTAL GENERAL SCHEDULE OR SIMILAR	129,596	4,062	3.1	109,149	3,122	2.9
GS-1 THRU 4	38,679	1,125	2.9	33,084	913	2.8
GS-5 THRU 8	35,221	1,426	4.0	29,378	1,067	3.6
GS-9 THRU 11	32,816	1,042	3.2	27,872	858	3.1
GS-12 THRU 18	22,880	469	2.0	18,815	284	1.5
TOTAL WAGE BOARD....	104,239	4,606	4.4	80,611	3,642	4.5
UP THRU $4,499	962	102	10.6	1,229	80	6.5
$4,500 THRU 6,499	26,453	1,709	6.5	28,173	1,835	6.5
$6,500 THRU 7,999	56,858	2,337	4.1	41,107	1,554	3.8
$8,000 AND OVER	19,966	458	2.3	10,102	173	1.7
TOTAL POSTAL FIELD SERVICE............	75,766	2,825	3.7	55,631	1,933	3.5
PFS-1 THRU 4 *	66,605	2,504	3.8	48,489	1,801	3.7
PFS-5 THRU 8	7,201	285	4.0	5,464	120	2.2
PFS-9 THRU 11	1,512	32	2.1	1,277	10	.8
PFS-12 THRU 20	448	4	.9	401	2	.5
TOTAL OTHER PAY PLANS..............	1,883	24	1.3	3,024	71	2.3
UP THRU $4,499	558	5	.9	1,787	45	2.5
$4,500 THRU 6,499	449	9	2.0	446	19	4.3
$6,500 THRU 7,999	130	4	3.1	105	2	1.9
$8,000 AND OVER	746	6	.8	686	5	.7

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 7-4

LOS ANGELES-LONG BEACH,CALIFORNIA
STANDARD METROPOLITAN STATISTICAL AREA

ORIENTAL EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	ORIENTAL		EMPLOYMENT	ORIENTAL	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	68,206	1,562	2.3	55,372	1,180	2.1
TOTAL GENERAL SCHEDULE OR SIMILAR	27,454	685	2.5	23,871	522	2.2
GS-1 THRU 4	7,596	134	1.8	6,760	129	1.9
GS-5 THRU 8	7,121	240	3.4	6,194	172	2.8
GS-9 THRU 11	7,048	208	3.0	6,124	172	2.8
GS-12 THRU 18	5,689	103	1.8	4,793	49	1.0
TOTAL WAGE BOARD....	11,345	311	2.7	8,271	203	2.5
UP THRU $4,499	284	1	.4	309	8	2.6
$4,500 THRU 6,499	3,723	130	3.5	3,250	82	2.5
$6,500 THRU 7,999	5,803	164	2.8	3,796	109	2.9
$8,000 AND OVER	1,535	16	1.0	916	4	.4
TOTAL POSTAL FIELD SERVICE............	28,822	556	1.9	22,550	451	2.0
PFS-1 THRU 4 *	26,004	519	2.0	20,230	440	2.2
PFS-5 THRU 8	2,195	36	1.6	1,795	11	.6
PFS-9 THRU 11	491	1	.2	433		
PFS-12 THRU 20	132			92		
TOTAL OTHER PAY PLANS..............	585	10	1.7	680	4	.6
UP THRU $4,499	209			379	1	.3
$4,500 THRU 6,499	160	9	5.6	150	2	1.3
$6,500 THRU 7,999	59	1	1.7	44		
$8,000 AND OVER	157			107	1	.9

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 7-5

SAN FRANCISCO-OAKLAND, CALIFORNIA
STANDARD METROPOLITAN STATISTICAL AREA

ORIENTAL EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	ORIENTAL		EMPLOYMENT	ORIENTAL	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	93,479	6,583	7.0	72,092	5,038	7.0
TOTAL GENERAL SCHEDULE OR SIMILAR	34,531	1,983	5.7	28,410	1,541	5.4
GS-1 THRU 4	10,897	562	5.2	8,970	499	5.6
GS-5 THRU 8	10,203	793	7.8	8,120	581	7.2
GS-9 THRU 11	7,478	455	6.1	6,393	352	5.5
GS-12 THRU 18	5,953	173	2.9	4,927	109	2.2
TOTAL WAGE BOARD....	37,916	2,865	7.6	30,299	2,414	8.0
UP THRU $4,499	70	3	4.3	255	17	6.7
$4,500 THRU 6,499	7,758	1,019	13.1	9,712	1,208	12.4
$6,500 THRU 7,999	22,915	1,528	6.7	16,170	1,055	6.5
$8,000 AND OVER	7,173	315	4.4	4,162	134	3.2
TOTAL POSTAL FIELD SERVICE............	20,530	1,726	8.4	12,719	1,038	8.2
PFS-1 THRU 4 *	18,092	1,503	8.3	10,759	955	8.9
PFS-5 THRU 8	1,845	191	10.4	1,417	73	5.2
PFS-9 THRU 11	382	28	7.3	307	8	2.6
PFS-12 THRU 20	211	4	1.9	236	2	.8
TOTAL OTHER PAY PLANS..............	502	9	1.8	664	45	6.8
UP THRU $4,499	113	2	1.8	291	25	8.6
$4,500 THRU 6,499	103	2	1.9	132	15	11.4
$6,500 THRU 7,999	21	1	4.8	31	2	6.5
$8,000 AND OVER	265	4	1.5	210	3	1.4

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 7-6

OREGON

ORIENTAL EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	ORIENTAL		EMPLOYMENT	ORIENTAL	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	22,458	198	.9	22,678	197	.9
TOTAL GENERAL SCHEDULE OR SIMILAR	12,629	120	1.0	13,206	119	.9
GS-1 THRU 4	3,040	24	.8	4,111	37	.9
GS-5 THRU 8	3,638	34	.9	3,902	32	.8
GS-9 THRU 11	3,714	32	.9	3,266	27	.8
GS-12 THRU 18	2,237	30	1.3	1,927	23	1.2
TOTAL WAGE BOARD....	3,678	12	.3	3,751	20	.5
UP THRU $4,499	22			703	2	.3
$4,500 THRU 6,499	1,603	2	.1	1,704	11	.6
$6,500 THRU 7,999	1,214	8	.7	712	5	.7
$8,000 AND OVER	839	2	.2	632	2	.3
TOTAL POSTAL FIELD SERVICE............	5,987	65	1.1	5,431	56	1.0
PFS-1 THRU 4 *	4,896	55	1.1	4,695	55	1.2
PFS-5 THRU 8	918	10	1.1	605	1	.2
PFS-9 THRU 11	145			117		
PFS-12 THRU 20	28			14		
TOTAL OTHER PAY PLANS.............	164	1	.6	290	2	.7
UP THRU $4,499	48			158	2	1.3
$4,500 THRU 6,499	74			82		
$6,500 THRU 7,999	8			9		
$8,000 AND OVER	34	1	2.9	41		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 7-7

WASHINGTON

ORIENTAL EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	ORIENTAL		EMPLOYMENT	ORIENTAL	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	55,037	896	1.6	47,519	728	1.5
TOTAL GENERAL SCHEDULE OR SIMILAR	23,262	339	1.5	21,046	271	1.3
GS-1 THRU 4	7,316	105	1.4	6,701	77	1.1
GS-5 THRU 8	6,627	107	1.6	5,943	88	1.5
GS-9 THRU 11	5,865	77	1.3	5,462	71	1.3
GS-12 THRU 18	3,454	50	1.4	2,940	35	1.2
TOTAL WAGE BOARD....	20,394	215	1.1	16,581	142	.9
UP THRU $4,499	646	28	4.3	1,120	6	.5
$4,500 THRU 6,499	5,556	112	2.0	4,823	92	1.9
$6,500 THRU 7,999	10,547	69	.7	8,331	41	.5
$8,000 AND OVER	3,645	6	.2	2,307	3	.1
TOTAL POSTAL FIELD SERVICE...........	10,625	282	2.7	8,996	260	2.9
PFS-1 THRU 4 *	8,766	246	2.8	7,473	250	3.3
PFS-5 THRU 8	1,458	35	2.4	1,165	10	.9
PFS-9 THRU 11	244	1	.4	223		
PFS-12 THRU 20	157			135		
TOTAL OTHER PAY PLANS..............	756	60	7.9	896	55	6.1
UP THRU $4,499	141	7	5.0	396	27	6.8
$4,500 THRU 6,499	238	37	15.5	224	24	10.7
$6,500 THRU 7,999	114	14	12.3	132	4	3.0
$8,000 AND OVER	263	2	.8	144		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

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8- 6 San Francisco-Oakland, California
8- 7 Montana
8- 8 New Mexico
8- 9 North Carolina
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TABLE NUMBER 8-1

SUMMARY, ALL AGENCIES

WORLD WIDE

AMERICAN-INDIAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1966

PAY CATEGORY	1967			1966**		
	EMPLOYMENT	AMERICAN-INDIAN		EMPLOYMENT	AMERICAN-INDIAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	2,621,939	16,469	.6	2,303,906	26,022	1.1
TOTAL GENERAL SCHEDULE OR SIMILAR	1,270,051	9,606	.8	1,126,985	11,975	1.1
GS-1 THRU 4	369,968	5,500	1.5	352,514	6,451	1.8
GS-5 THRU 8	349,020	2,476	.7	309,754	3,135	1.0
GS-9 THRU 11	296,560	1,147	.4	254,635	1,676	.7
GS-12 THRU 18	254,503	483	.2	210,082	713	.3
TOTAL WAGE BOARD....	596,647	5,725	1.0	537,681	7,725	1.4
UP THRU $4,499	45,023	530	1.2	78,587	1,392	1.8
$4,500 THRU 6,499	235,082	3,311	1.4	233,096	4,218	1.8
$6,500 THRU 7,999	233,218	1,578	.7	172,490	1,742	1.0
$8,000 AND OVER	83,324	306	.4	53,508	373	.7
TOTAL POSTAL FIELD SERVICE............	698,346	1,057	.2	594,220	5,986	1.0
PFS-1 THRU 4 *	601,160	917	.2	507,602	5,402	1.1
PFS-5 THRU 8	77,746	124	.2	69,225	526	.8
PFS-9 THRU 11	14,985	13	.1	13,514	50	.4
PFS-12 THRU 20	4,455	3	.1	3,879	8	.2
TOTAL OTHER PAY PLANS..............	56,895	81	.1	45,020	336	.7
UP THRU $4,499	6,523	29	.4	11,927	211	1.8
$4,500 THRU 6,499	10,970	22	.2	9,843	60	.6
$6,500 THRU 7,999	7,107	7	.1	4,176	17	.4
$8,000 AND OVER	32,295	23	.1	19,074	48	.3

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

** OF 2,511,052 EMPLOYEES, 207,146 (8.2 PERCENT) ARE UNIDENTIFIED.

TABLE NUMBER 8-2

SUMMARY OF SELECTED STATES
ARIZONA,CALIFORNIA,MONTANA,NEW MEXICO, NORTH CAROLINA,OKLAHOMA,AND SOUTH DAKOTA

AMERICAN-INDIAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	AMERICAN-INDIAN		EMPLOYMENT	AMERICAN-INDIAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	467,735	12,017	2.6	386,485	9,490	2.5
TOTAL GENERAL SCHEDULE OR SIMILAR	208,048	6,972	3.4	180,162	5,467	3.0
GS-1 THRU 4	63,500	4,305	6.8	56,007	3,265	5.8
GS-5 THRU 8	57,374	1,648	2.9	49,874	1,450	2.9
GS-9 THRU 11	53,296	750	1.4	45,976	574	1.2
GS-12 THRU 18	33,878	269	.8	28,305	178	.6
TOTAL WAGE BOARD....	149,600	4,414	3.0	119,503	3,624	3.0
UP THRU $4,499	5,164	382	7.4	7,384	782	10.6
$4,500 THRU 6,499	50,326	2,632	5.2	52,008	2,337	4.5
$6,500 THRU 7,999	70,754	1,243	1.8	48,375	435	.9
$8,000 AND OVER	23,356	157	.7	11,736	70	.6
TOTAL POSTAL FIELD SERVICE............	106,421	608	.6	81,470	339	.4
PFS-1 THRU 4 *	92,447	538	.6	70,149	291	.4
PFS-5 THRU 8	11,134	61	.5	8,893	41	.5
PFS-9 THRU 11	2,264	9	.4	1,945	6	.3
PFS-12 THRU 20	576			483	1	.2
TOTAL OTHER PAY PLANS..............	3,666	23	.6	5,350	60	1.1
UP THRU $4,499	939	12	1.3	3,037	51	1.7
$4,500 THRU 6,499	793	1	.1	834	4	.5
$6,500 THRU 7,999	326	1	.3	277	2	.7
$8,000 AND OVER	1,608	9	.6	1,202	3	.2

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 8-3

ARIZONA

AMERICAN-INDIAN EMPLOYMENT NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	AMERICAN-INDIAN		EMPLOYMENT	AMERICAN-INDIAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	24,894	3,621	14.5	21,001	2,414	11.5
TOTAL GENERAL SCHEDULE OR SIMILAR	13,647	2,218	16.3	11,586	1,423	12.3
GS-1 THRU 4	4,548	1,577	34.7	4,056	903	22.3
GS-5 THRU 8	3,885	448	11.5	3,443	396	11.5
GS-9 THRU 11	3,348	146	4.4	2,765	102	3.7
GS-12 THRU 18	1,866	47	2.5	1,322	22	1.7
TOTAL WAGE BOARD....	6,587	1,370	20.8	5,811	973	16.7
UP THRU $4,499	344	105	30.5	465	111	23.9
$4,500 THRU 6,499	2,306	848	36.8	2,476	681	27.5
$6,500 THRU 7,999	3,006	389	12.9	2,319	159	6.9
$8,000 AND OVER	931	28	3.0	551	22	4.0
TOTAL POSTAL FIELD SERVICE............	4,298	30	.7	3,252	10	.3
PFS-1 THRU 4 *	3,681	22	.6	2,763	8	.3
PFS-5 THRU 8	496	7	1.4	403	1	.2
PFS-9 THRU 11	99	1	1.0	75	1	1.3
PFS-12 THRU 20	22			11		
TOTAL OTHER PAY PLANS..............	362	3	.8	352	8	2.3
UP THRU $4,499	49	2	4.1	183	8	4.4
$4,500 THRU 6,499	62			63		
$6,500 THRU 7,999	17			7		
$8,000 AND OVER	234	1	.4	99		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 8-4

CALIFORNIA

AMERICAN-INDIAN EMPLOYMENT NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	AMERICAN-INDIAN		EMPLOYMENT	AMERICAN-INDIAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	311,484	1,482	.5	248,415	928	.4
TOTAL GENERAL SCHEDULE OR SIMILAR	129,596	576	.4	109,149	413	.4
GS-1 THRU 4	38,679	250	.6	33,084	199	.6
GS-5 THRU 8	35,221	193	.5	29,378	120	.4
GS-9 THRU 11	32,816	84	.3	27,872	64	.2
GS-12 THRU 18	22,880	49	.2	18,815	30	.2
TOTAL WAGE BOARD....	104,239	605	.6	80,611	400	.5
UP THRU $4,499	962	7	.7	1,229	14	1.1
$4,500 THRU 6,499	26,453	133	.5	28,173	192	.7
$6,500 THRU 7,999	56,858	384	.7	41,107	164	.4
$8,000 AND OVER	19,966	81	.4	10,102	30	.3
TOTAL POSTAL FIELD SERVICE...........	75,766	294	.4	55,631	100	.2
PFS-1 THRU 4 *	66,605	277	.4	48,489	89	.2
PFS-5 THRU 8	7,201	14	.2	5,464	9	.2
PFS-9 THRU 11	1,512	3	.2	1,277	1	.1
PFS-12 THRU 20	448			401	1	.2
TOTAL OTHER PAY PLANS.............	1,883	7	.4	3,024	15	.5
UP THRU $4,499	558	4	.7	1,787	12	.7
$4,500 THRU 6,499	449	1	.2	446	3	.7
$6,500 THRU 7,999	130	1	.8	105		
$8,000 AND OVER	746	1	.1	686		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 8-5

LOS ANGELES-LONG BEACH, CALIFORNIA
STANDARD METROPOLITAN STATISTICAL AREA

AMERICAN-INDIAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	AMERICAN-INDIAN		EMPLOYMENT	AMERICAN-INDIAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	68,206	227	.3	55,372	161	.3
TOTAL GENERAL SCHEDULE OR SIMILAR	27,454	109	.4	23,871	68	.3
GS-1 THRU 4	7,596	41	.5	6,760	26	.4
GS-5 THRU 8	7,121	41	.6	6,194	23	.4
GS-9 THRU 11	7,048	15	.2	6,124	12	.2
GS-12 THRU 18	5,689	12	.2	4,793	7	.1
TOTAL WAGE BOARD....	11,345	62	.5	8,271	51	.6
UP THRU $4,499	284	1	.4	309	3	1.0
$4,500 THRU 6,499	3,723	15	.4	3,250	21	.6
$6,500 THRU 7,999	5,803	38	.7	3,796	20	.5
$8,000 AND OVER	1,535	8	.5	916	7	.8
TOTAL POSTAL FIELD SERVICE............	28,822	53	.2	22,550	37	.2
PFS-1 THRU 4 *	26,004	51	.2	20,230	35	.2
PFS-5 THRU 8	2,195	2	.1	1,795	1	.1
PFS-9 THRU 11	491			433		
PFS-12 THRU 20	132			92	1	1.1
TOTAL OTHER PAY PLANS...............	585	3	.5	680	5	.7
UP THRU $4,499	209	1	.5	379	3	.8
$4,500 THRU 6,499	160	1	.6	150	2	1.3
$6,500 THRU 7,999	59	1	1.7	44		
$8,000 AND OVER	157			107		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 8-6

SAN FRANCISCO-OAKLAND,CALIFORNIA
STANDARD METROPOLITAN STATISTICAL AREA

AMERICAN-INDIAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	AMERICAN-INDIAN		EMPLOYMENT	AMERICAN-INDIAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	93,479	390	.4	72,092	184	.3
TOTAL GENERAL SCHEDULE OR SIMILAR	34,531	150	.4	28,410	88	.3
GS-1 THRU 4	10,897	73	.7	8,970	56	.6
GS-5 THRU 8	10,203	46	.5	8,120	15	.2
GS-9 THRU 11	7,478	19	.3	6,393	10	.2
GS-12 THRU 18	5,953	12	.2	4,927	7	.1
TOTAL WAGE BOARD....	37,916	129	.3	30,299	77	.3
UP THRU $4,499	70			255	1	.4
$4,500 THRU 6,499	7,758	23	.3	9,712	21	.2
$6,500 THRU 7,999	22,915	85	.4	16,170	47	.3
$8,000 AND OVER	7,173	21	.3	4,162	8	.2
TOTAL POSTAL FIELD SERVICE............	20,530	108	.5	12,719	17	.1
PFS-1 THRU 4 *	18,092	105	.6	10,759	17	.2
PFS-5 THRU 8	1,845	2	.1	1,417		
PFS-9 THRU 11	382	1	.3	307		
PFS-12 THRU 20	211			236		
TOTAL OTHER PAY PLANS..............	502	3	.6	664	2	.3
UP THRU $4,499	113	1	.9	291	2	.7
$4,500 THRU 6,499	103	1	1.0	132		
$6,500 THRU 7,999	21			31		
$8,000 AND OVER	265	1	.4	210		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 8-7

MONTANA

AMERICAN-INDIAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	AMERICAN-INDIAN		EMPLOYMENT	AMERICAN-INDIAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	9,828	587	6.0	10,990	664	6.0
TOTAL GENERAL SCHEDULE OR SIMILAR	5,724	373	6.5	6,497	397	6.1
GS-1 THRU 4	1,385	206	14.9	2,125	235	11.1
GS-5 THRU 8	1,561	103	6.6	1,697	100	5.9
GS-9 THRU 11	1,907	50	2.6	1,818	48	2.6
GS-12 THRU 18	871	14	1.6	857	14	1.6
TOTAL WAGE BOARD....	1,714	201	11.7	2,309	250	10.8
UP THRU $4,499	60			497	73	14.7
$4,500 THRU 6,499	898	121	13.5	1,403	165	11.8
$6,500 THRU 7,999	513	60	11.7	314	10	3.2
$8,000 AND OVER	243	20	8.2	95	2	2.1
TOTAL POSTAL FIELD SERVICE...........	2,235	10	.4	1,949	8	.4
PFS-1 THRU 4 *	1,837	6	.3	1,586	7	.4
PFS-5 THRU 8	344	4	1.2	315	1	.3
PFS-9 THRU 11	48			41		
PFS-12 THRU 20	6			7		
TOTAL OTHER PAY PLANS..............	155	3	1.9	235	9	3.8
UP THRU $4,499	37	3	8.1	133	7	5.3
$4,500 THRU 6,499	40			29		
$6,500 THRU 7,999	7			9	2	22.2
$8,000 AND OVER	71			64		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 8-8

NEW MEXICO

AMERICAN-INDIAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	AMERICAN-INDIAN		EMPLOYMENT	AMERICAN-INDIAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	24,653	2,674	10.8	24,293	2,508	10.3
TOTAL GENERAL SCHEDULE OR SIMILAR	16,311	1,785	10.9	15,836	1,586	10.0
GS-1 THRU 4	4,617	1,227	26.6	4,818	1,048	21.8
GS-5 THRU 8	4,688	358	7.6	4,736	384	8.1
GS-9 THRU 11	3,910	161	4.1	3,531	118	3.3
GS-12 THRU 18	3,096	39	1.3	2,751	36	1.3
TOTAL WAGE BOARD....	5,517	864	15.7	5,913	898	15.2
UP THRU $4,499	442	55	12.4	995	188	18.9
$4,500 THRU 6,499	2,165	616	28.5	2,882	639	22.2
$6,500 THRU 7,999	2,244	181	8.1	1,659	62	3.7
$8,000 AND OVER	666	12	1.8	377	9	2.4
TOTAL POSTAL FIELD SERVICE............	2,545	24	.9	2,082	15	.7
PFS-1 THRU 4 *	2,147	21	1.0	1,777	13	.7
PFS-5 THRU 8	319	3	.9	243	2	.8
PFS-9 THRU 11	65			54		
PFS-12 THRU 20	14			8		
TOTAL OTHER PAY PLANS..............	280	1	.4	462	9	1.9
UP THRU $4,499	38			213	8	3.8
$4,500 THRU 6,499	49			45		
$6,500 THRU 7,999	15			26		
$8,000 AND OVER	178	1	.6	178	1	.6

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 8-9

NORTH CAROLINA

AMERICAN-INDIAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	AMERICAN-INDIAN		EMPLOYMENT	AMERICAN-INDIAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	34,538	129	.4	29,141	132	.5
TOTAL GENERAL SCHEDULE OR SIMILAR	13,691	63	.5	11,448	68	.6
GS-1 THRU 4	5,372	31	.6	4,297	39	.9
GS-5 THRU 8	3,919	23	.6	3,512	23	.7
GS-9 THRU 11	3,009	9	.3	2,457	6	.2
GS-12 THRU 18	1,391			1,182		
TOTAL WAGE BOARD....	9,331	59	.6	7,934	56	.7
UP THRU $4,499	2,268	12	.5	2,309	27	1.2
$4,500 THRU 6,499	4,033	41	1.0	3,731	28	.8
$6,500 THRU 7,999	2,414	6	.2	1,527	1	.1
$8,000 AND OVER	616			367		
TOTAL POSTAL FIELD SERVICE............	10,939	7	.1	9,192	8	.1
PFS-1 THRU 4 *	9,174	7	.1	7,578	7	.1
PFS-5 THRU 8	1,436			1,323	1	.1
PFS-9 THRU 11	284			255		
PFS-12 THRU 20	45			36		
TOTAL OTHER PAY PLANS...............	577			567		
UP THRU $4,499	163			251		
$4,500 THRU 6,499	93			166		
$6,500 THRU 7,999	91			89		
$8,000 AND OVER	230			61		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 8-10

GREENSBORO-WINSTON-SALEM-HIGH POINT, NORTH CAROLINA
STANDARD METROPOLITAN STATISTICAL AREA

AMERICAN-INDIAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	AMERICAN-INDIAN		EMPLOYMENT	AMERICAN-INDIAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	2,241	2	.1	1,716		
TOTAL GENERAL SCHEDULE OR SIMILAR	1,107			690		
GS-1 THRU 4	323			204		
GS-5 THRU 8	261			178		
GS-9 THRU 11	307			182		
GS-12 THRU 18	216			126		
TOTAL WAGE BOARD....	25			16		
UP THRU $4,499	11			14		
$4,500 THRU 6,499	11			2		
$6,500 THRU 7,999	3					
$8,000 AND OVER						
TOTAL POSTAL FIELD SERVICE............	1,086	2	.2	997		
PFS-1 THRU 4 *	868	2	.2	798		
PFS-5 THRU 8	195			177		
PFS-9 THRU 11	16			15		
PFS-12 THRU 20	7			7		
TOTAL OTHER PAY PLANS.............	23			13		
UP THRU $4,499	11			6		
$4,500 THRU 6,499	8			3		
$6,500 THRU 7,999				1		
$8,000 AND OVER	4			3		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 8-11

RALEIGH,NORTH CAROLINA
STANDARD METROPOLITAN STATISTICAL AREA

AMERICAN-INDIAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	AMERICAN-INDIAN		EMPLOYMENT	AMERICAN-INDIAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	1,477			1,306	1	.1
TOTAL GENERAL SCHEDULE OR SIMILAR	816			725	1	.1
GS-1 THRU 4	189			154		
GS-5 THRU 8	186			166	1	.6
GS-9 THRU 11	238			229		
GS-12 THRU 18	203			176		
TOTAL WAGE BOARD....	14			13		
UP THRU $4,499	4			2		
$4,500 THRU 6,499	8			11		
$6,500 THRU 7,999	2					
$8,000 AND OVER						
TOTAL POSTAL FIELD SERVICE............	627			545		
PFS-1 THRU 4 *	536			466		
PFS-5 THRU 8	74			61		
PFS-9 THRU 11	11			15		
PFS-12 THRU 20	6			3		
TOTAL OTHER PAY PLANS..............	20			23		
UP THRU $4,499	4			8		
$4,500 THRU 6,499	3			3		
$6,500 THRU 7,999	1			1		
$8,000 AND OVER	12			11		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 8-12

OKLAHOMA

AMERICAN-INDIAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	AMERICAN-INDIAN		EMPLOYMENT	AMERICAN-INDIAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	53,964	2,574	4.8	44,241	2,010	4.5
TOTAL GENERAL SCHEDULE OR SIMILAR	24,808	1,342	5.4	21,321	1,102	5.2
GS-1 THRU 4	7,501	621	8.3	6,150	546	8.9
GS-5 THRU 8	6,890	385	5.6	5,817	317	5.4
GS-9 THRU 11	7,118	238	3.3	6,414	177	2.8
GS-12 THRU 18	3,299	98	3.0	2,940	62	2.1
TOTAL WAGE BOARD....	20,760	1,001	4.8	15,337	720	4.7
UP THRU $4,499	750	99	13.2	1,450	204	14.1
$4,500 THRU 6,499	13,865	681	4.9	12,536	477	3.8
$6,500 THRU 7,999	5,387	205	3.8	1,157	34	2.9
$8,000 AND OVER	758	16	2.1	194	5	2.6
TOTAL POSTAL FIELD SERVICE............	8,116	223	2.7	7,025	178	2.5
PFS-1 THRU 4 *	6,932	189	2.7	6,027	150	2.5
PFS-5 THRU 8	947	29	3.1	783	24	3.1
PFS-9 THRU 11	203	5	2.5	198	4	2.0
PFS-12 THRU 20	34			17		
TOTAL OTHER PAY PLANS..............	280	8	2.9	558	10	1.8
UP THRU $4,499	65	3	4.6	392	8	2.0
$4,500 THRU 6,499	85			67		
$6,500 THRU 7,999	63			35		
$8,000 AND OVER	67	5	7.5	64	2	3.1

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

TABLE NUMBER 8-13

SOUTH DAKOTA

AMERICAN-INDIAN EMPLOYMENT
NOVEMBER 1967 AND JUNE 1965

PAY CATEGORY	1967			1965		
	EMPLOYMENT	AMERICAN-INDIAN		EMPLOYMENT	AMERICAN-INDIAN	
		NUMBER	%		NUMBER	%
TOTAL ALL PAY PLANS	8,374	950	11.3	8,404	834	9.9
TOTAL GENERAL SCHEDULE OR SIMILAR	4,271	615	14.4	4,325	478	11.1
GS-1 THRU 4	1,398	393	28.1	1,477	295	20.0
GS-5 THRU 8	1,210	138	11.4	1,291	110	8.5
GS-9 THRU 11	1,188	62	5.2	1,119	59	5.3
GS-12 THRU 18	475	22	4.6	438	14	3.2
TOTAL WAGE BOARD....	1,452	314	21.6	1,588	327	20.6
UP THRU $4,499	338	104	30.8	439	165	37.6
$4,500 THRU 6,499	606	192	31.7	807	155	19.2
$6,500 THRU 7,999	332	18	5.4	292	5	1.7
$8,000 AND OVER	176			50	2	4.0
TOTAL POSTAL FIELD SERVICE............	2,522	20	.8	2,339	20	.9
PFS-1 THRU 4 *	2,071	16	.8	1,929	17	.9
PFS-5 THRU 8	391	4	1.0	362	3	.8
PFS-9 THRU 11	53			45		
PFS-12 THRU 20	7			3		
TOTAL OTHER PAY PLANS..............	129	1	.8	152	9	5.9
UP THRU $4,499	29			78	8	10.3
$4,500 THRU 6,499	15			18	1	5.6
$6,500 THRU 7,999	3			6		
$8,000 AND OVER	82	1	1.2	50		

* INCLUDES 4TH CLASS POSTMASTERS AND RURAL CARRIERS

INDEX

ALEUT AND ESKIMO EMPLOYMENT

1967

Table

9- 1 Alaska

ALEUT & ESKIMO
IN ALASKA

TABLE NUMBER 9-1

ALASKA

ALEUT & ESKIMO EMPLOYMENT
NOVEMBER 1967*

Pay Category	1967				
	Total Employees	Aleut		Eskimo	
		Number	%	Number	%
Total All Pay Plans...	13,946	233	1.7	820	5.9
Total General Schedule or Similar...........	7,475	30	.4	262	3.5
GS- 1 THRU 4	2,421	24	1.0	211	8.7
GS- 5 THRU 8	1,852	4	.2	42	2.3
GS- 9 THRU 11	2,000	1	.1	8	.4
GS-12 THRU 18	1,202	1	.1	1	.1
Total Wage Board.......	4,617	112	2.4	355	7.7
Up THRU $4,499	8	...	...	...	...
$4,500 THRU 6,499	198	6	3.0	31	15.7
$6,500 THRU 7,999	660	33	5.0	125	18.9
$8,000 AND OVER	3,751	73	1.9	199	5.3
Total Postal Field Service...............	829	27	3.3	100	12.1
PFS- 1 THRU 4 1/	687	23	3.3	86	12.5
PFS- 5 THRU 8	121	4	3.3	14	11.6
PFS- 9 THRU 11	16	...	...	...	...
PFS-12 THRU 20	5	...	...	...	...
Total Other Pay Plans..	1,025	64	6.2	103	10.0
Up THRU $4,499	7	...	...	...	...
$4,500 THRU 6,499	7	...	...	...	...
$6,500 THRU 7,999	340	51	15.0	77	22.6
$8,000 AND OVER	671	13	1.9	26	3.9

* No data collected prior to 1967.

1/ Includes 4th class postmasters and rural carriers.

General Schedule
(October 1967)

Grade	Per annum rates and steps										Within-Grade Increase
	1	2	3	4	5	6	7	8	9	10	
GS-1	$ 3,776	$ 3,902	$ 4,028	$ 4,154	$ 4,280	$ 4,406	$ 4,532	$ 4,658	$ 4,784	$ 4,910	$126
GS-2	4,108	4,245	4,382	4,519	4,656	4,793	4,930	5,067	5,204	5,341	137
GS-3	4,466	4,615	4,764	4,913	5,062	5,211	5,360	5,509	5,658	5,807	149
GS-4	4,995	5,161	5,327	5,493	5,659	5,825	5,991	6,157	6,323	6,489	166
GS-5	5,565	5,751	5,937	6,123	6,309	6,495	6,681	6,867	7,053	7,239	186
GS-6	6,137	6,342	6,547	6,752	6,957	7,162	7,367	7,572	7,777	7,982	205
GS-7	6,734	6,959	7,184	7,409	7,634	7,859	8,084	8,309	8,534	8,759	225
GS-8	7,384	7,630	7,876	8,122	8,368	8,614	8,860	9,106	9,352	9,598	246
GS-9	8,054	8,323	8,592	8,861	9,130	9,399	9,668	9,937	10,206	10,475	269
GS-10	8,821	9,115	9,409	9,703	9,997	10,291	10,585	10,879	11,173	11,467	294
GS-11	9,657	9,979	10,301	10,623	10,945	11,267	11,589	11,911	12,233	12,555	322
GS-12	11,461	11,843	12,225	12,607	12,989	13,371	13,753	14,135	14,517	14,899	382
GS-13	13,507	13,957	14,407	14,857	15,307	15,757	16,207	16,657	17,107	17,557	450
GS-14	15,841	16,369	16,897	17,425	17,953	18,481	19,009	19,537	20,065	20,593	528
GS-15	18,404	19,017	19,630	20,243	20,856	21,469	22,082	22,695	23,308	23,921	613
GS-16	20,982	21,681	22,380	23,079	23,778	24,477	25,176	25,875	26,574		699
GS-17	23,788	24,581	25,374	26,167	26,960						793
GS-18	27,055										

POSTAL FIELD SERVICE SCHEDULE
(Effective October 1967)

	Per Annum Rates and Steps											
Level	1	2	3	4	5	6	7	8	9	10	11	12
1	$ 4,118	$ 4,255	$ 4,392	$ 4,529	$ 4,666	$ 4,803	$ 4,940	$ 5,077	$ 5,214	$ 5,351	$ 5,488	$ 5,625
2	4,460	4,607	4,754	4,901	5,048	5,195	5,342	5,489	5,636	5,783	5,930	6,077
3	4,826	4,984	5,142	5,300	5,458	5,616	5,774	5,932	6,090	6,248	6,406	6,564
4	5,215	5,391	5,567	5,743	5,919	6,095	6,271	6,447	6,623	6,799	6,975	7,151
5	5,651	5,838	6,025	6,212	6,399	6,586	6,773	6,960	7,147	7,334	7,521	7,708
6	6,044	6,246	6,448	6,650	6,852	7,054	7,256	7,458	7,660	7,862	8,064	8,266
7	6,482	6,697	6,912	7,127	7,342	7,557	7,772	7,987	8,202	8,417	8,632	8,847
8	6,939	7,170	7,401	7,632	7,863	8,094	8,325	8,556	8,787	9,018	9,249	
9	7,515	7,764	8,013	8,262	8,511	8,760	9,009	9,258	9,507	9,756		
10	8,128	8,398	8,668	8,938	9,208	9,478	9,748	10,018	10,288	10,558		
11	8,846	9,146	9,446	9,746	10,046	10,346	10,646	10,946	11,246	11,546		
12	9,775	10,109	10,443	10,777	11,111	11,445	11,779	12,113	12,447	12,781		
13	10,815	11,183	11,551	11,919	12,287	12,655	13,023	13,391	13,759	14,127		
14	11,951	12,364	12,777	13,190	13,603	14,016	14,429	14,842	15,255	15,668		
15	13,173	13,631	14,089	14,547	15,005	15,463	15,921	16,379	16,837	17,295		
16	14,564	15,066	15,568	16,070	16,572	17,074	17,576	18,078	18,580	19,082		
17	16,090	16,650	17,210	17,770	18,330	18,890	19,450	20,010	20,570	21,130		
18	17,803	18,425	19,047	19,669	20,291	20,913	21,535	22,157	22,779	23,401		
19	19,642	20,294	20,946	21,598	22,250	22,902	23,554	24,206	24,858	25,510		
20	21,758	22,484	23,210	23,936	24,662	25,388	26,114	26,840				
21	24,126	24,932	25,738	26,544	26,960							

NOTE: The Postal Field Service Schedule was changed from 20 to 21 levels by Public Law 90-206 in December, 1967. The original salary levels were raised numerically by one and a new level 1 was created. For example, former level 4 is now level 5 and former level 20 is now 21. The 1967 Minority Census was conducted under the 20 level pay schedule.

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